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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Gavin Newsom, Mayor

Regular Meeting Agenda

Thursday January 13, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Cecilia C. Chung, *Chair*

Michael Sweet, *Vice Chair*

Shirley Breyer Black

Doug Chan

Jamal Dajani

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Victoria Ruiz

Julius Turman

Theresa Sparks, Executive Director

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JAN 10 2011

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1. ORDER OF BUSINESS

- A. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

2. CHAIR'S REPORT

- A. Commissioners Activities in the Community
Discussion Item
- B. Closing of Nominations for Chair and Vice Chair of the SFHRC
Action Item/Discussion Item
- C. Elections for Chair and Vice Chair of the San Francisco Human Rights Commission
Action Item/Discussion Item

PUBLIC COMMENT ON THE REPORT OF THE CHAIR

3. DIRECTOR'S REPORT

- A. Report of Current Activities of the Director
Discussion Item
- B. Introduction of New Staff: Mullane Ahern(Equal Benefits Unit)
Regina Diu (Equal Benefit: Unit)
- C. Authorizing Director Sparks to Appoint a Hearing Officer for Cowhey Pacific Drilling's Protest. The HRC Suspended Cowhey Pacific Drilling's Certification and Accessed Penalties that Cowhey Pacific Drilling Disputes. The HRC Will Authorize Director Sparks To Designate a Hearing Officer Knowledgeable in the Construction Field to Hear Cowhey Pacific Drilling's Protest. Upon Conclusion of the Hearing, the Hearing Officer Will Submit a Recommendation to the Commission. The Commission May Sustain, Reverse or Modify the Director's Determination, or Take Such Other Action to Effectuate the Purpose of the 14B Ordinance. An Appeal Does Not Stay the Director's Determination
Action Item/Discussion Item

PUBLIC COMMENT ON REPORT OF THE DIRECTOR

4. Matters of Interest for Possible Inclusion on Future Agendas

PUBLIC COMMENT ON MATTERS OF INTEREST FOR POSSIBLE INCLUSION ON FUTURE AGENDAS

5. Adjournment

*** If any materials related to an item on this agenda have been distributed to the Human Rights Commission after distribution of the agenda packet, those materials are available for public inspection at 25 VAN NESS AVE/ENUE, SUITE #800, SAN FRANCISCO CA 94102 during normal office hours. ***

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday January 27, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Shirley Breyer Black

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Thomas Pier

Victoria Ruiz

Julius Turman

Theresa Sparks, Executive Director

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JAN 24 2011

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- A. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

2. CHAIR'S REPORT

- A. Commissioners Activities in the Community
Discussion Item
- B. Commissioners Appointments to Advisory Committees
Discussion Item

PUBLIC COMMENT ON THE REPORT OF THE CHAIR

3. DIRECTOR'S REPORT

- A. Report of Current Activities of the Director
Discussion Item
- B. Discussion of Role and Inter Relationship Between Commissioners and Advisory Committees

PUBLIC COMMENT ON REPORT OF THE DIRECTOR

4. REGULAR BUSINESS/STAFF REPORTS

- A. Local Business Enterprise Division - No Report
- B. Non Discrimination Division

1. Human Trafficking 101

A Foundational Overview of Human Trafficking Including Relevant Laws, Standards and Services for Victims

Presenter: Cindy Liou

Staff Attorney at Asian Pacific Islander Legal Outreach

Member of San Francisco Collaborative Against Human Trafficking

2. Presentation about the HRC's Work with the San Francisco Collaborative Against Human Trafficking and the Collaborative's 2011 Trafficking Awareness Campaign

Presenter: Linda Janourova Tang

Attachments/Discussion Item

3. Approval of Resolution Proclaiming Human Trafficking Awareness Month
In San Francisco January 11, 2011 to February 12, 2011

Presenter: Linda Janourova Tang

Action Item/Attachment/Discussion Item

4. Overview of Non Discrimination Complaints

Presenter: Tom Willis

Discussion Item

PUBLIC COMMENT ON REGULAR BUSINESS/STAFF REPORTS

5. Matters of Interest for Possible Inclusion on Future Agendas

*PUBLIC COMMENT ON MATTERS OF INTEREST FOR POSSIBLE INCLUSION ON FUTURE
AGENDAS*

6. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday February 10, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Shirley Breyer Black

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Thomas Pier

Victoria Ruiz

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Theresa Sparks, Executive Director

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FEB - 8 2011

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2. CHAIR'S REPORT

- A. Commissioners Activities in the Community
Discussion Item

PUBLIC COMMENT ON THE REPORT OF THE CHAIR

3. DIRECTOR'S REPORT

- A. Report of Current Activities of the Director
Discussion Item
- B. Cowhey Pacific Drilling Hearing Administrative Subpoena for All Documents and Emails Related to the DPW Contract 6755A (R) Rebid, Including Contract Between Cowhey Pacific Drilling and Vortex Marine Inc.
Action Item

PUBLIC COMMENT ON REPORT OF THE DIRECTOR

4. REGULAR BUSINESS/STAFF REPORTS

- A. Presentation of Preliminary 2011-2012 HRC Budget
Discussion Item
Presenters: Tara Moayed

- B. Local Business Enterprise Division - No Report

- C. Non Discrimination Division

1. Overview of 12.B History: Systems and Volume
Discussion Item

Presenter: Tamra Winchester

5. Matters of Interest for Possible Inclusion on Future Agendas

PUBLIC COMMENT ON MATTERS OF INTEREST FOR POSSIBLE INCLUSION ON FUTURE AGENDAS

6. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday February 24, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Shirley Breyer Black

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Thomas Pier

Victoria Ruiz

Julius Turman

Theresa Sparks, Executive Director

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FEB 18 2011

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- A. Call to Order and Roll Call

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2. CHAIR'S REPORT

- A. Commissioners Activities in the Community
Discussion Item

PUBLIC COMMENT ON THE REPORT OF THE CHAIR

3. DIRECTOR'S REPORT

- A. Report of Current Activities of the Director
- B. Update on Meeting with Insurance Commissioner David Jones and Assemblyman Tom Ammiano Regarding Transgender Health Care
- C. Update on FY 2011-2012 Budget

PUBLIC COMMENT ON REPORT OF THE DIRECTOR

4. REGULAR BUSINESS/STAFF REPORTS

- A. Local Business Enterprise Division - No Report
- B. Non Discrimination Division

Presentation on the Report and Recommendations for the September 23, 2010 Commission Hearing Entitled "Community Concerns of Racial and Religious Profiling, Surveillance of Arab, Middle Eastern, Muslim, and South Asian Communities and Potential Reactivation of SFPD Intelligence Gathering."

Presenter: Nadia Babella

Attachment/Action Item/Discussion Item

5. COMMITTEE REPORTS

- A. Update on Local Hiring Legislation
Presenter: Alaric Degrafinried

6. Matters of Interest for Possible Inclusion on Future Agendas

PUBLIC COMMENT ON MATTERS OF INTEREST FOR POSSIBLE INCLUSION ON FUTURE AGENDAS

7. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday March 10, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Shirley Breyer Black

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Thomas Pier

Victoria Ruiz

Julius Turman

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Theresa Sparks, Executive Director

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2. CHAIR'S REPORT

- A. Commissioners Activities in the Community
Discussion Item
- B. Update on Special Meeting on March 24, 2011 at the Community Room Located at Pier 40A, South Beach Harbor

PUBLIC COMMENT ON THE REPORT OF THE CHAIR

3. DIRECTOR'S REPORT

- A. Report of Current Activities of the Director
- B. Update on March 9, 2011 Meeting Regarding Housing and Urban Development 's Proposed Rule Ensuring Equal Access to HUD Programs Regardless of Sexual Orientation Or Gender Identity.

PUBLIC COMMENT ON REPORT OF THE DIRECTOR

4. REGULAR BUSINESS/STAFF REPORTS

- A. Local Business Enterprise Division - No Report
- B. Non Discrimination Division
 - 1. Approval of Bisexual Invisibility Report
Action Item/Attachment/Discussion Item
Presenter: Nadia Babella and Lindasusan Ulrich
 - 2. Approval of Beyond Marriage: Unrecognized Family Relationships Report
Action Item/Attachment/Discussion Item
Presenter: Nadia Babella and Samer Danfoura

5. Matters of Interest for Possible Inclusion on Future Agendas

PUBLIC COMMENT ON MATTERS OF INTEREST FOR POSSIBLE INCLUSION ON FUTURE AGENDAS

6. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday -March 24, 2011

4:30 pm

Pier 40A

Community Room
South Beach Harbor

ROSTER OF COMMISSIONERS

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Douglas Chan, *Vice Chair*

Shirley Breyer Black

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

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MAR 21 2011

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03-21-11A08-32 RCVD

1. ORDER OF BUSINESS

A. Call to order and roll call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

2. REGULAR BUSINESS

A. Discussion of Human Rights Commission's vision, legislation, and special projects.

The Commission will discuss its long-term and short-term goals and objectives. The Commission will also discuss new ideas for legislative action and possible amendments to existing legislation in conjunction with special projects the HRC could take on in the coming year that fall under the Commission's jurisdiction.

B. Discussion and Comparison of human rights organizations.

The Commission will discuss, compare, and examine other human rights organizations' programs and practices and use them as a tool for creating new ideas, programs, or projects.

C. Budget and finance overview.

The Commission will discuss the current budget and ideas for possible outside financing.

D. Advisory Committee updates

1. Equity Advisory Committee

Presenters: Commissioners Kelleher, Lee and Ruiz

The Committee Chair will discuss the Committee's vision and goals for 2011, provide a brief update on its 2011 Work Plan, and provide an overview of the new member recruitment and outreach efforts.

2. Lesbian Gay Bisexual Transgender Advisory Committee

Presenters: Commissioners Chung, Mavis and Turman

The Committee Chair will discuss the Committee's vision and goals for 2011, provide a brief update on the Committee's 2011 Work Plan, and provide an overview of the new member recruitment and outreach efforts.

3. Local Business Enterprise Advisory Committee

Presenters: Commissioners Chan and Pier

The Committee Chair will discuss the Committee's vision and goals for 2011, provide a brief update on the Committee's 2011 Work Plan, and provide an overview of the new member recruitment and outreach efforts.

4. San Francisco Collaborative Against Human Trafficking

Presenters: Commissioners Breyer-Black and Mohajer

The Committee Chair will discuss the Collaborative's vision and goals for 2011.

E. Visibility/Marketing of HRC.

The Commission will discuss and brainstorm the idea of branding HRC and discuss a strategic plan for marketing HRC's image.

F. Setting Schedule of Future (Off Site) Community Meetings

PUBLIC COMMENT ON REGULAR BUSINESS

3. Adjournment

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday April 14, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Shirley Breyer-Black

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Thomas Pier

Victoria Ruiz

Julius Turman

Theresa Sparks, Executive Director

04-08-11P03:34 RCVD

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APR - 8 2011

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1. Order of Business

- A. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

2. Chair's Report

- A. Commissioners' Activities in the Community
Discussion Item
- B. Update on Hearing Date for Cowhey Pacific Drilling, Inc. Appeal
Discussion Item

3. Director's Report

- A. Report of Current Activities of the Director
Discussion Item
- B. Update on Fiscal Year 2011/12 Budget
Discussion Item

4. Regular Business

- A. Discussion and possible nomination of Andrea Brooks from Pets Are Wonderful Support for the 2011 HRC Fair Housing Award
Presenter: Lupe Arreola
Attachment/Action Item/Discussion Item
- B. Discussion and possible action to adopt policy on providing protections from discrimination against people with prior arrest and conviction records
Presenters: Theresa Sparks, Jessica Flintoft, San Francisco Reentry Council, Meredith Desautels, Lawyers Committee for Civil Rights, Michelle Rodriguez, National Employment Law Project, Linda Evans, All of Us or None, Dominique Smith, Center for Young Women's Development, and Rudy Corpuz, United Playaz.
Attachment/Action Item/Discussion Item
- C. Discussion of implementation plan of findings and recommendations from Beyond Marriage: Unrecognized Families and Bisexual Invisibility Reports
Presenter: David Miree
Discussion Item
- D. Discussion and possible action to approve a joint hearing with the Police Commission on AMEMSA report and Joint Terrorism Task Force
Presenter: Zoe Poik
Action Item/Discussion Item

5. Committee Reports

- A. Update on local hiring legislation

*Presenter: Romulus Asenloo
Attachment/Action Item/Discussion Item*

- B. Possible adoption of amendments to Chapter 14B Rules and Regulations and HRC Attachments originally adopted by the LBE Advisory Committee on March 16, 2011.

*Presenter: Romulus Asenloo
Attachment/Action Item/Discussion Item*

6. Matters of Interest for Possible Inclusion on Future Agendas

7. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday April 28, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Shirley Breyer-Black

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Thomas Pier

Victoria Ruiz

Julius Turman

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APR 28 2011

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Theresa Sparks, Executive Director

1. Order of Business

- A. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

2. Chair's Report

- A. Commissioners' Activities in the Community
Discussion Item

3. Director's Report

- A. Report of Current Activities of the Director
Discussion Item

4. Regular Business

- A. Presentation of 2011 HRC Fair Housing Award to Andrea Brooks of Pets Are Wonderful
Presenter: Emil DeGuzman
Attachment/Action Item/Discussion Item
- B. Update on Legislative Proposal to Provide Protections from Discrimination Against People with Prior Arrests and Conviction Records
Presenter: Zoe Polk
Discussion Item
- C. Update on AMEMSA Report Implementation
Presenter: Zoe Polk
Discussion Item

5. Committee Reports

- A. Local Business Enterprise Advisory Committee
Report on March 16, 2011 and April 20, 2011 meetings
Presenter: Romulus Asenloo
Attachment/Action Item/Discussion Item
- B. Possible Adoption of Amendments to Chapter 14B Rules and Regulations and HRC Attachments Originally Adopted by the LBE Advisory Committee on March 16, 2011.
Presenter: Romulus Asenloo
Attachment/Action Item/Discussion Item

6. Matters of Interest for Possible Inclusion on Future Agendas

7. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday May 12, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Thomas Pier

Victoria Ruiz

Julius Turman

Theresa Sparks, Executive Director

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SEP 20 2011

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1. Order of Business

- A. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

2. Approval of Minutes

- A. Adoption of Minutes Dated April 14, 2011
Action Item/Discussion Item
- B. Adoption of Minutes Dated April 26, 2011
Action Item/Discussion Item

3. Chair's Report

- A. Commissioners' Activities in the Community
Discussion Item
- B. Update on Certification of Cowhey Pacific Drilling, Inc
Possible Action Item/Discussion Item

4. Director's Report

- A. Report of Current Activities of the Director
Discussion Item

5. Regular Business

- A. Status of HRC Reports Dating Back to 1984 and an Update of Current HRC Policy Projects
Presenter: Zoe Polk and David Miree
- B. Equal Benefits Division Work Flow Presentation
Presenter: Tamra Winchester
- C. Local Business Enterprise Division Work Flow Presentation
Presenter: Romulus Asenloo
- D. Non-Discrimination and Investigations Work Flow Presentation
Presenter: Thomas Willis

6. Matters of Interest for Possible Inclusion on Future Agendas

7. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

*Human Rights Commission
And
Police Commission
Special Joint Meeting Agenda*

Wednesday, May 18, 2011

5:30 pm

City Hall Room #250
1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Thomas Pier

Victoria Ruiz

Julius Turman

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SEP 20 2011

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Pledge of Allegiance; Roll Call

1. **General Public Comment**

2. **Regular Business**

San Francisco Police Department's response to concerns raised by the Human Rights Commission's September 23, 2010 Hearing Report, "*Community Concerns of Surveillance, Racial and Religious Profiling of Arab, Middle Eastern, Muslim, and South Asian Communities and Potential Reactivation of SFPD Intelligence Gathering*," adopted February 24, 2011
Discussion Item

- Commissioner Thomas Mazzucco, Police Commission: Introduction and overview
- Commissioner Michael Sweet, Human Rights Commission: Background and overview of the September 23, 2010 hearing and report
- Director Theresa Sparks, Human Rights Commission
- Chief of Police Gregory P. Suhr: San Francisco Police Department practices and policies
- John Crew, ACLU, and Veena Dubal, Asian Law Caucus (5 minutes)

3. **Adjournment**

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday May 26, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Thomas Pier

Victoria Ruiz

Julius Turman

Theresa Sparks, Executive Director

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SEP 20 2011

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1. Order of Business

- A. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

2. Approval of Minutes

- A. Adoption of Minutes Dated May 12, 2011
Action Item/Discussion Item

3. Chair's Report

- A. Commissioners' Activities in the Community
Discussion Item

4. Director's Report

- A. Report of Current Activities of the Director
Discussion Item
- B. Update and Discussion of Next Steps Related to Issues Raised at the Joint Hearing with the Police Commission on May 18, 2011
Discussion Item

5. Regular Business

- A. Introduction and Background of a Letter Supporting the Passage of Assembly Bill 889, the California Domestic Worker Bill of Rights
Presenter: Zoe Polk
Discussion Item/Action Item
- B. Discussion and Approval of Fiscal Year 2011/12 Budget Proposal to the Mayor's Office
Presenter: Taraneh Moayed
Discussion Item/Action Item
- C. Approval of Recommendation to Amend Chapter 14B to Include PUC City Funded Projects Located 70 Miles Outside the Geographical Limits of San Francisco
Presenter: Romulus Asenloo
Discussion Item/Action Item

6. Matters of Interest for Possible Inclusion on Future Agendas

7. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday June 9, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Thomas Pier

Victoria Ruiz

Julius Turman

Theresa Sparks, Executive Director

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SEP 20 2011

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1. Order of Business

- A. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

2. Approval of Minutes

- A. Adoption of Minutes Dated March 24, 2011
Action Item/Discussion Item
- B. Adoption of Minutes Dated May 26, 2011
Action Item/Discussion Item

3. Chair's Report

- A. Commissioners' Activities in the Community
Discussion Item

4. Director's Report

- A. Report of Current Activities of the Director
Discussion Item

5. Regular Business

- A. Introduction of New Staff Members Beverly Popek and Amy McDonnell
Discussion Item
- B. Discussion and Approval of Fiscal Year 2011/12 Budget Proposal to the Mayor's Office
Presenter: Taraneh Moayed
Discussion Item/Action Item

6. Matters of Interest for Possible Inclusion on Future Agendas

7. Adjournment

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday July 14, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Cecilia Chung

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Thomas Pier

Victoria Ruiz

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Theresa Sparks, Executive Director

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- A. Call to Order and Roll Call

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2. Approval of Minutes

- A. Adoption of Minutes Dated February 24, 2011
Action Item/Discussion Item
- B. Adoption of Minutes Dated June 23, 2011
Action Item/Discussion Item

3. Chair's Report

- A. Commissioners' Activities in the Community
Discussion Item

4. Director's Report

- A. Report of Current Activities of the Director
Discussion Item

5. Regular Business

- A. An Update of the Progress and Recent Developments on the HRC's Various Policy Projects, Including: ensuring access to comprehensive transgender healthcare; implementation of the HRC's Unfinished Agenda report; creation of a youth sensitivity training module as set forth by the 12N Ordinance; implementation of the Sanctuary City Ordinance; creating protections in employment and housing for individuals who have had prior arrests or convictions; implementation of the HRC's AMEMSA report; implementation of the HRC's Bisexuality report; implementation of the HRC's Beyond Marriage report; a description of the tasks the Coalition Against Hate Violence will take on during the remainder of the year; research done around the proposed circumcision ban; and the proposed 2011/2012 Work Plan of the San Francisco Collaborative Against Human Trafficking
Presenters: HRC Policy Team

6. Matters of Interest for Possible Inclusion on Future Agendas

7. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday August 11, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Cecilia Chung

Sheryl Davis

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Michael Pappas

Thomas Pier

Theresa Sparks, Executive Director

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SEP 20 2011

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1. Order of Business

- A. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

2. Approval of Minutes

- A. Adoption of Minutes Dated July 14, 2011
Action Item/Discussion Item

3. Chair's Report

- A. Introduction of New Commissioners: Sheryl Davis and Michael Pappas
Discussion Item
- B. Commissioners' Activities in the Community
Discussion Item
- C. Update on Status of Cowhey Pacific Drilling Appeal
Discussion Item

4. Director's Report

- A. Report of Current Activities of the Director
Discussion Item

5. Regular Business

- A. Presentation by Not in Our Town to announce their "Week of Action" (to be held September 18th – 24th) and how the HRC can become involved. The "Week of Action" presents an opportunity to join people across the country who are taking action to build communities that are safe and inclusive for everyone.
Presenter: Jonathan Bernstein, Executive Director of NiOT
- B. Update on the Progress and Recent Developments of the HRC's Various Policy Projects
 - a. HRC's AMEMSA Report
Presenter: Nadia Babella
 - b. HRC's Outmigration Report
Presenter: David Miree
 - c. Creating Protections in Employment and Housing for individuals who have had prior Prior Arrests or Convictions
Presenter: Zoe Polk

6. Matters of Interest for Possible Inclusion on Future Agendas

7. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday September 8, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Cecilia Chung

Sheryl Davis

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Michael Pappas

Thomas Pier

Theresa Sparks, Executive Director

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SEP 20 2011

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1. Order of Business

- A. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

2. Approval of Minutes

- A. Adoption of Minutes Dated August 11, 2011
Action Item/Discussion Item

3. Chair's Report

- A. Commissioners' Activities in the Community
Discussion Item
- B. Update of Commissioner Strategic Plan and Budget Working Group
Discussion Item

4. Director's Report

- A. Report of Current Activities of the Director
Discussion Item

5. Regular Business

- A. Resolution in Support of the Global Commission on HIV and the Law
Discussion Item/Action Item
Presenter: Nadia Babefa
- B. Discussion of LBE Advisory Committee Member's Term
Discussion Item
Presenter: Romulus Asenloo
- C. Appeal of Robert Simms LBE Certification
Discussion Item/Action Item
Presenter: Beverly Popek
- D. Discussion and Approval of Settlement Agreement between Cowhey Pacific Drilling, Vortex Marine, and the Human Rights Commission
Discussion Item/Action Item
Presenter: City Attorney's Office
- E. Conference with Legal Counsel - Anticipated litigation as defendant (Discussion and Possible Action) Conference with legal counsel regarding one case with anticipated litigation to the City. A closed session on this matter may be heard in closed session pursuant to Government Code Section 54956.9(b)(3)(C) and Administrative Code Section 67.10(d)(2).
 - a) Public comment on agenda item No. 5 (D) including public comment on whether to go into closed session.

- b) Vote whether to invoke the attorney-client privilege and hold closed session to confer with legal counsel. (Action)
- c) Conference regarding anticipated litigation.
- d) Reconvene in open session. Vote to elect whether to disclose any or all closed session discussion pursuant to Administrative Code Section 67.12(a).

*Presenter: City Attorney's Office
Discussion/Action Item*

6. Matters of Interest for Possible Inclusion on Future Agendas

7. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Friday September 16, 2011

3:00 pm

City Hall Room #408

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Cecilia Chung

Sheryl Davis

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Michael Pappas

Thomas Pier

Theresa Sparks, Executive Director

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1. Order of Business

- A. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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2. Regular Business

- A. Discussion and Approval of Settlement Agreement between Cowhey Pacific Drilling, Vortex Marine, and the Human Rights Commission

Discussion Item/Action Item

Presenter: City Attorney's Office

3. Adjournment

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Human Rights Commission Special Community Meeting

Exploring Trends in Hate Crimes and Anti-Bullying Efforts

*The agenda for this special meeting may be found at www.sf-hrc.org or
for more information please contact the HRC at (415) 252-2500*

Thursday, September 22, 2011

6:00 pm - 8:00 pm

Eureka Valley Recreation Center
Auditorium
100 Collingwood Street
San Francisco, CA 94114

Scheduled to Appear:
Senator Mark Leno
Assemblymember Tom Ammiano
San Francisco District 8 Supervisor Scott Wiener

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HUMAN RIGHTS COMMISSION
City and County of San Francisco

Edwin M. Lee, Mayor

The Human Rights Commission works to provide leadership and advocacy to secure, protect and promote human rights for all people. The Human Rights Commission was established in 1964 by City Ordinance and became a Charter Commission in 1990.



HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday, September 22, 2011

6:00pm - 8:00pm

Eureka Valley Recreation Center Auditorium

100 Collingwood Street

San Francisco, CA 94114

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Cecilia Chung

Sheryl Evans Davis

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Michael Pappas

Thomas Pier

Theresa Sparks, Executive Director

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1. Order of Business (6:00pm – 6:10pm)

- A. Call to Order and Roll Call

2. Chair's Report (6:10pm – 6:15pm)

- A. Introductory Remarks by the Commission Chair, Commissioner Sweet, Welcoming the Community to the Meeting
Discussion Item
- B. Overview of the Meeting Agenda by the Meeting Chair, Commissioner Mavis, Highlighting the Focus of the Meeting, Which is to Hear from the Community about their Current Human Rights Concerns and Recommendations
Discussion Item

3. Remarks by Electeds and Public Officials (6:15pm – 6:35pm)

- a. Introductory Remarks by Supervisor Scott Weiner (6:15pm – 6:20pm)
- b. Introductory Remarks by Captain Corrales (6:20pm – 6:25pm)
- c. Introductory Remarks by Assemblymember Tom Ammiano (6:25pm – 6:30pm)
- d. Introductory Remarks by Senator Mark Leno (6:30pm – 6:35pm)

4. Director's Report (6:35pm – 6:40pm)

- A. An Overview of the History, Achievements and Current Work of the HRC by the Director
Discussion Item

5. Regular Business (6:40pm – 8:00pm)

- A. An Overview of the History, Achievements and Current Work of the HRC's LGBT Advisory Committee and the HRC's Discrimination Division (6:40pm – 6:45pm)
Presenter: Nadia Babella
Discussion Item
- B. Community Interest Topics
 - a. A Presentation About Hate Crimes in the Castro (6:45pm – 7:00pm) – This presentation will include: how hate crimes are defined, recent trends in hate crimes, and where to turn for help if you have been a victim of a hate crime.
Presenters: Victor Hwang, Assistant District Attorney; Melissa Patrick, Hate Crimes Coordinator, Federal Bureau of Investigation
Discussion Item
 - b. The Evolution of the Black Experience in the Castro (7:00pm – 7:05pm) – This presentation will highlight the challenges Black people have historically faced in the Castro and the steps being taken by local organizations to help encourage a stronger sense of belonging among Blacks who live, work and/or visit the neighborhood.
Presenter: Kyriell Noon, Executive Director, STOP AIDS Project
Discussion Item

6. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday October 13, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Cecilia Chung

Sheryl Davis

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Michael Pappas

Thomas Pier

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

Approval of Minutes

2. Adoption of Minutes Dated September 8, 2011
Action Item/Discussion Item

Chair's Report

3. Commissioners' Activities in the Community
Discussion Item

Director's Report

4. Report of Current Activities of the Director
Discussion Item

Regular Business

5. Discussion of America's Cup Event Authority's Plan to Increase Opportunities for Local Businesses
Discussion Item/Action Item
Presenter: Adam Van De Water, MOEWD
6. Appeal of LBE Certification Denial of C. Sandidge & Associates
Discussion Item/Action Item
Presenter: Beverly Popek
7. Appeal of LBE Certification Denial of Robert E. Simms Consulting
Applicant requested a stay of the Director's decision pending the resolution of the appeal. The Commission will determine whether to grant or deny the stay.
Discussion Item/Action Item
Presenter: Beverly Popek
8. Discussion of Potential November Community Meeting in the Western Addition
Discussion Item
Presenter: Boris Delepine
9. Approval of a Resolution Endorsing the Refugee Protection Act of 2011 (H.R. 2185)
Discussion Item/Action Item
Presenter: Nadia Babella
11. Matters of Interest for Possible Inclusion on Future Agendas
Discussion Item

Adjournment

12. Adjournment

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, October 27, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Cecilia Chung

Sheryl Evans Davis

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Michael Pappas

Thomas Pier

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

Approval of Minutes

2. Adoption of Minutes Dated September 16, 2011
Discussion Item/Action Item
3. Adoption of Minutes Dated September 22, 2011
Discussion Item/Action Item

Chair's Report

4. Commissioners' Activities in the Community
Discussion Item

Director's Report

5. Report of Current Activities of the Director
Discussion Item

Regular Business

6. Advisory Committee Reports – A discussion regarding the bylaws of the Advisory Committees, terms of service of members, selection and appointment criteria of members, timing of recruitment process, criteria for taking on projects, amount of staff time that can be devoted to the Committees and the workable number of work groups per Committee per year
Discussion Item
 - A. Update on the Work of the Equity Advisory Committee – A discussion of the mission of the EAC, it's goals and a brief list of activities/projects undertaken this year and planned for next year
Discussion Item
Presenter: David Miree
 - B. Update on the Work of the LBE Advisory Committee - A discussion of the mission of the LBEAC, it's goals and a brief list of activities/projects undertaken this year and planned for next year
Discussion Item
Presenter: Romulus Asenloo
 - C. Update on the Work of the LGBT Advisory Committee - A discussion of the mission of the LGBTAC, it's goals and a brief list of activities/projects undertaken this year and planned for next year
Discussion Item
Presenter: Nadia Babella
7. Matters of Interest for Possible Inclusion on Future Agendas

Adjournment

8. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, November 10, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Cecilia Chung

Sheryl Evans Davis

Mark Kelleher

Faye Woo Lee

Todd Mavis

Michael Pappas

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Approval of Minutes

2. Adoption of Minutes Dated September 16, 2011
Discussion Item/Action Item
3. Adoption of Minutes Dated September 22, 2011
Discussion Item/Action Item
4. Adoption of Minutes Dated October 27, 2011
Discussion Item/Action Item

Chair's Report

4. Commissioners' Activities in the Community
Discussion Item

Director's Report

5. Report of Current Activities of the Director
Discussion Item
6. Update of Robert Simms LBE Certification Denial Appeal
Discussion Item

Regular Business

7. Advisory Committee Reports – A discussion regarding the bylaws of the Advisory Committees, terms of service of members, selection and appointment criteria of members, timing of recruitment process, criteria for taking on projects, amount of staff time that can be devoted to the Committees and the workable number of work groups per Committee per year
Discussion Item
Presenter: Nadia Babella, David Miree, Romulus Asenloo
7. Matters of Interest for Possible Inclusion on Future Agendas

Adjournment

8. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday, November 17, 2011

6:00pm - 8:00pm

Westbay Conference Center

1290 Fillmore Street

San Francisco, CA 94115

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Cecilia Chung

Sheryl Evans Davis

Mark Kelleher

Faye Woo Lee

Todd Mavis

Michael Pappas

Theresa Sparks, Executive Director

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1. Order of Business

- A. Call to order and roll call

2. Chair's Report

- A. Introductory remarks by Commission Chair Michael Sweet welcoming the community to the meeting and giving an overview of the meeting agenda
Presenter: Commissioner Michael Sweet
Discussion Item
- B. Remarks describing the purpose of this special meeting, which is "Recognizing and Supporting Small Local Business Enterprises and Small Business Entrepreneurs in the Western Addition," as well highlighting the HRC's efforts in implementing the findings and recommendations of The Unfinished Agenda (1993), Violence in Our City (2001), Environmental Racism (2003), San Francisco Demographic Report (2006), and Report on the Mayor's Task Force on African-American Out-Migration (2009)
Presenter: Commissioner Sheryl Evans-Davis
Discussion Item

3. Welcoming Remarks by City Officials and Community Leaders

- A. Introductory remarks by Supervisor Ross Mirkarimi
- B. Introductory remarks and historical perspective of the black experience and business culture in the Western Addition from past to present by Reverend Amos Brown, President of the San Francisco Chapter of the NAACP

4. Director's Report

- A. Overview of the HRC's commitment to addressing the needs of the African American community in San Francisco and its work toward implementing the findings and recommendations of The Unfinished Agenda (1993), Violence in Our City (2001), Environmental Racism (2003), San Francisco Demographic Report (2006), and Report on the Mayor's Task Force on African-American Out-Migration (2009)
Discussion Item
- B. Anticipated Goals for 2012
 - 1. Establish an HRC Outreach Office in the Western Addition possibly housed in the San Francisco African American Chamber of Commerce Complex beginning in 2012
 - 2. Work with Mission Economic Development Agency (MEDA) to connect interested small local business enterprises with MEDA to provide them with an "up close and personal" experience in creating an effective business model in the Mission Neighborhood of the City
Discussion Item

5. Regular Business

- A. A Comparative Analysis of the findings and recommendations with the goal toward an effective implementation strategy to achieve real, tangible and substantive outcomes of The Unfinished Agenda (1993), Violence in Our City (2001), Environmental Racism (2003), San Francisco Demographic Report (2006), and Report on the Mayor's Task Force on African-American Out-Migration (2009)

Presenter: David Miree, HRC
Discussion item

- B. Discussion on creating an economic development strategy to generate substantive and sustainable economic growth opportunities and community development in the Western Addition

Presenter: Commissioner Sheryl Evans-Davis
Discussion Item

1. Discussion and possible creation of a leadership council to address diminishing census number of African American people, lack of socio-economic and cultural opportunities needed to retain and attract the African-American Community in San Francisco

- C. "The Process of Doing Business in San Francisco"

Presenter: Regina Dick-Endrizzi, Executive Director, San Francisco Office of Small Business
Discussion Item

- D. "Becoming a Certified LBE and Navigating the Certification Process and Procedure"

Presenters: Beverly Popek and Romulus Asenloo, HRC
Discussion Item

- E. Update on the efforts of the HRC's Equity Advisory Committee

Presenter: David Miree, HRC
Discussion Item

1. Work with the Mayor's Youth Employment and Education Program (MYEEP) to create a vocational program to aid minority youth toward greater economic and social empowerment by connecting them with local tech companies and in turn enhancing their success and advancement in the work force

2. HRC "Hero" Awards recognizing individuals and organizations for their outstanding contribution to the field of Human Rights

- F. Update on Activities Related to Martin Luther King, Jr. Day, January 16, 2012, in the City and County of San Francisco

Presenters: G.L. Hodge, Vice Chair, San Francisco Interfaith Council, and Aaron Grizzell, Administrator Northern California Dr. Martin Luther King, Jr. Community Foundation

6. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, December 8, 2011

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Cecilia Chung

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

Approval of Minutes

2. Adoption of Minutes Dated November 10, 2011
Discussion Item/Action Item

Chair's Report

3. Commissioners' Activities in the Community
Discussion Item

Director's Report

4. Report of Current Activities of the Director
Discussion Item

Regular Business

5. Nominations for Chair and Vice-Chair of the San Francisco Human Rights Commission
Action Item
Presenter: Boris Delepine
6. Annual Report 2011
Discussion Item
Presenter: Boris Delepine
7. Amendment to Article IV of the Human Rights Commission Bylaws
Action Item
Presenter: Boris Delepine
8. Update on Recruitment Efforts for 2012 Advisory Committees
Discussion Item
Presenters: Nadia Babella, David Miree, Romulus Asenloo
9. Commemorating Human Rights Day, December 10, 2011
Discussion Item
10. Matters of Interest for Possible Inclusion on Future Agendas

Adjournment

11. Adjournment

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES

Meeting Procedures

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Disability Access

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, January 12, 2012

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Cecilia Chung

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Approval of Minutes

2. Adoption of Minutes Dated December 8, 2011
Discussion Item/Action Item

Chair's Report

3. Commissioners' Activities in the Community
Discussion Item

Director's Report

4. Report of Current Activities of the Director
Discussion Item

Regular Business

5. Closing of Nominations for Chair and Vice-Chair of the San Francisco Human Rights Commission
Action Item
Presenter: Boris Delepine
6. Election of Chair and Vice-Chair of the San Francisco Human Rights Commission
Action Item
Presenter: Boris Delepine
7. Introduction of Internship Program with UC Hastings Law School Change, Lawyering, & Community Group Advocacy Clinic
Discussion Item
Presenter: Zoe Polk
8. Overview of Fiscal Year 2011/12 Budget Process and Timeline
Discussion Item
Presenter: Taraneh Moayed
9. Amendment to Article IV of the Human Rights Commission Bylaws
Action Item/Attachment
Presenter: Boris Delepine
10. Matters of Interest for Possible Inclusion on Future Agendas

Adjournment

11. Adjournment

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Saturday, January 28, 2012

9:00 AM

**United Religions Initiative Office
1009 General Kennedy Avenue
San Francisco, CA 94129**

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Cecilia Chung

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

2. Overview of the Commissioner, Staff Roles and Responsibilities
Presenter: Theresa Sparks
Discussion Item
3. History of the Human Rights Commission
Presenter: The Honorable Ed Osgood, Founding Member and First Commission Chair of the Human Rights Commission
Discussion Item
4. The Human Rights Commission's Goals and Objectives for 2012
Presenter: Theresa Sparks or Designee
Discussion Item
5. Overview of the Citizens' Advisory Committees
Presenters: David Miree, Nadia Babella, and Romulus Asenloo
Discussion Item
6. Discussion of the 2012 Work Plans of the Citizens' Advisory Committees (Break-Out Session)
Presenter: Theresa Sparks
Discussion Item
7. Schedule of the Human Rights Commission's 2012 Special Hearings, Off-site Meetings, and Joint Meetings
Presenter: Michael Sweet
Discussion Item
8. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, February 9, 2012

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Cecilia Chung

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

Approval of Minutes

2. Adoption of Minutes Dated January 12, 2012
Discussion Item/Action Item

Chair's Report

3. Commissioners' Activities in the Community
Discussion Item
4. Opportunity for Commissioners to Provide Feedback on February 9, 2012 Commissioner Retreat
Discussion Item/Action Item
5. Discussion on Changing Commission Meeting Start Time from 4:30 pm to 5:30 pm
Discussion Item/Action Item

Director's Report

6. Report of Current Activities of the Director
Discussion Item

Regular Business

7. Presentation by the San Francisco Redistricting Task Force on the Redrawing Supervisorial District Boundaries
Discussion Item
Presenter: Eric McDonnell, Redistricting Task Force Member
8. Out Migration of African Americans and the Foreclosure Crisis
Discussion Item
Presenter: Regina King, San Francisco Housing Development Corporation
10. Matters of Interest for Possible Inclusion on Future Agendas

Adjournment

11. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, February 23, 2012

4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Cecilia Chung

Sheryl Evans Davis

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Approval of Minutes

2. Adoption of Minutes Dated January 28, 2012
Discussion Item/Action Item
PUBLIC COMMENT

Chair's Report

3. Commissioners' Activities in the Community
Discussion Item
PUBLIC COMMENT

Director's Report

4. Report of Current Activities of the Director
Discussion Item
PUBLIC COMMENT

Regular Business

5. Resolution in Support of San Francisco's Efforts to Combat African-American Outmigration through Housing Policy
Discussion Item
Presenter: Zoe Polk
PUBLIC COMMENT
6. Discussion and Possible Action to Make Recommendations to the Board of Supervisors on Board of Supervisor File # 120082 [Administrative Code – Benefit Corporation Discount]
Discussion Item & Action Item
Presenter: Supervisor David Chiu
PUBLIC COMMENT
7. Discussion and Possible Approval of Fiscal Year 2012/13 Human Rights Commission Budget
Discussion Item & Action Item
Presenter: Taraneh Moayed
PUBLIC COMMENT
8. Presentation and Discussion of 2012 Advisory Committee Retreats & Work-plans
Discussion Item
Presenters: Nadia Babella, LGBT Advisory Committee
David Miree, Equity Advisory Committee
Romulus Asenloo & Kelly Dwyer, LBE Advisory Committee
PUBLIC COMMENT

9. **Matters of Interest for Possible Inclusion on Future Agendas**
Discussion Item
PUBLIC COMMENT

Adjournment

10. **Adjournment**

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E-mail: SOTF@sfgov.org

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ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

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了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

電話號碼: 415-554-7724 ; 傳真號碼 415- 554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

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會議及議程政策

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- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於Van

Ness

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Oficina); 415-554-5163 (Fax);
Correo electrónico: SOTF@sfgov.org

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POLITICA DE ACCESO A LA REUNION

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ACCESO DE DISCAPACITADOS

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Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y

- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, March 8, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Cecilia Chung

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

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Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

Approval of Minutes

2. Adoption of Minutes Dated February 9, 2012
Discussion Item/Action Item
PUBLIC COMMENT

Chair's Report

3. Commissioners' Activities in the Community
Discussion Item
PUBLIC COMMENT
4. Discussion of Future Off-site Community Meetings and Special Hearings
Discussion Item
PUBLIC COMMENT

Director's Report

5. Report of Current Activities of the Director
Director Theresa Sparks will discuss recent activities, potential new issues and a Budget update.
Discussion Item
PUBLIC COMMENT

Regular Business

6. Discussion and Possible Action to Make Recommendations to the Board of Supervisors on Board of Supervisor File # 120046 [Administrative Code – Establish Policy Regarding Participation in Counterterrorism Activity]
Discussion Item
Presenter: Supervisor Jane Kim or her representative
PUBLIC COMMENT
7. Hearing on Secure Communities and Trust Act as it relates to the City's Sanctuary Ordinance
Discussion Item
Presenter: Angela Chan, Asian Law Caucus
8. Matters of Interest for Possible Inclusion on Future Agendas
Discussion Item
PUBLIC COMMENT

Adjournment

- 9.. Adjournment

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact:

Sunshine Ordinance Task Force Administrator
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Office); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需

要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

電話號碼: 415-554-7724 ; 傳真號碼 415- 554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

便利參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday, March 22, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Cecilia Chung

Sheryl Evans Davis

Mark Kelleher

Faye Woo Lee

Todd Mavis

Nazly Mohajer

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

Call to Order and Roll Call

1. **PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA**
Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda

Approval of Minutes

2. Adoption of Minutes Dated February 23, 2012
Discussion Item/Action Item
PUBLIC COMMENT
3. Adoption of Minutes Dated March 8, 2012
Discussion Item/Action Item
PUBLIC COMMENT

Chair's Report

4. Commissioners' Activities in the Community
Discussion Item
PUBLIC COMMENT

Director's Report

5. Report of Current Activities of the Director
Discussion Item
PUBLIC COMMENT
6. Notification and Forwarding Sean W. Smith, Inc. Certification Appeal to the HRC
Commission for Scheduling
Discussion/Possible Action Item
PUBLIC COMMENT

Regular Business

7. Presentation and Discussion Regarding Agenda for of Upcoming Hearing:
WAR ON DRUGS
Presenters: Zoe Polk, Noah Frigault, Azadeh Zohrabi
Discussion Item
PUBLIC COMMENT
8. Presentation on the Creation of the African American Community Empowerment
Leadership Council
Presenter: Zoe Polk
Discussion Item
PUBLIC COMMENT
9. Follow up on Benefit Corporation Legislation
Presenter: Boris Delepine
Discussion Item
PUBLIC COMMENT
10. Matters of Interest for Possible Inclusion on Future Agendas
Discussion Item
PUBLIC COMMENT

Adjournment

11. Adjournment

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES

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San Francisco, CA 94102-4683
415-554-7724 (Office); 415-554-7854 (Fax)
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利便參與會議的相關規定

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- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
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Ness

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POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un lector. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influyen o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday, April 12, 2012

5:30 pm

City Hall Board Chambers, Room 250

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

04-06-12P02:59 RCVD

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Theresa Sparks, *Executive Director*

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Order of Business

1. Call to Order and Roll Call
2. Opening Remarks by Human Rights Commission Chair Michael Sweet
3. Introduction of Hearing Chairs
Commissioners Susan Christian and Sheryl Evans Davis
4. **HEARING: THE HUMAN RIGHTS IMPACT OF THE WAR ON DRUGS**
Discussion Item
 - A. Rights Lost: Overview of the Human Rights Impact of the War on Drugs
Incarceration, Discrimination and Lifetime Stigma
Presenter: Alice Huffman, President, California NAACP (*invited*)
Presenter: Dorsey Nunn, President, All of Us or None
 - B. Right to liberty and Equal Treatment
 1. *Racial Disparities in Drug Law Enforcement in San Francisco*
Co-Presenter: Selena Teji, J.D., Communications Specialist, Center for Juvenile and Criminal Justice
Co-Presenter: William Armaline, Assistant Professor, San Jose State University
 2. *Avoiding Disparate Impact Policies and Practices*
Presenter: Novella Coleman, ACLU Criminal Justice and Drug Policy Fellow
ACLU of Northern California
 - C. Right to Economic Justice, Education and Community
 1. *Is Clean Slate Enough? Access to housing, employment and public benefits*
Presenter: Michelle Rodriguez, Attorney, National Employment Law Project
 2. *Drug Education in Schools*
Presenter: Nadiyah Shereff, Young Adult Advocate, Transitional Age Youth and Center for Young Women's Development
 3. *Impact on Families: Restorative Justice and Harm Reduction v. Incarceration*
Presenter: Jesus Yanez, Program Manager, La Cultura Cura Youth Program, Instituto de Familera de la Raza
 - D. Right to Engagement in Civil Society
 1. *Prohibitions on running for elected office, serving on juries, and voting*
Presenter: Linda Evans, Organizer, Legal Services for Prisoners with Children
 2. *Drug Offenses and Immigration Consequences*
Presenter: Su Yon Yi, Special Project Attorney, Immigrant Legal Resource Center
 - E. Health as Human Right: Harm Reduction and Public Safety
 1. *A Health-centered Approach to Drug Use*
Presenter: Laura Thomas, Interim State Director, Drug Policy Alliance
 2. *Stigma: Addressing the Problem of Discrimination in the Emergency Room*
Presenter: Isaac Jackson, President, San Francisco Drug Users Union
 - F. Reclaiming Rights: Tomorrow's Civil Rights Movement Starts Today
Presenter: Deborah Small, Founder and Director, Break the Chains

Note: There will be an opportunity for PUBLIC COMMENT on Agenda Item 4.

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Sunset District Meeting Agenda

Thursday, April 26, 2012

6:00 pm

Ortega Public Library, Community Room

3223 Ortega Street

San Francisco, CA 94122

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, *Executive Director*

04-24-12A08:17 RCVD

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Order of Business

1. Call to Order and Roll Call
2. Introduction of Commissioners Douglas Chan and Faye Woo Lee as Co-Chairs for the Sunset Community Special Meeting

Special Community Meeting – Sunset District

3. Introduction of District 4 Supervisor, Carmen Chu, *invited*
4. Overview of the Human Rights Commission: What does the HRC do?
Presenter: Director Theresa Sparks
5. Presentations of Human Rights Activities by Organizations in the Sunset:

San Francisco Police Department Taraval Station discussing issues of public safety in the Sunset District.

Presenter: Captain Curtis Lum, *invited*, or another representative from S.F.P.D.

Presentation on the Anti-bullying Awareness Day at SFUSD Lincoln High School:
"Pink Tsunami."

Presenter: Ms. Sue Kenney, Teacher

Senior Students: To be determined

Presentation on Sunset Youth Services, 3918 Judah Street: A program fostering long-term stability and growth in high risk youth and families through caring relationships and support services.

Presenters: Dawn Stueckle, Executive Director, Sunset Youth Services
Ron Stueckle, Senior Case Manager, Sunset Youth Services

Presentation on Sunset Neighborhood Beacon Center, 3925 Noreiga Street: An ESL Evening Program helping people with conversational English.

Presenter: Mr. Patrick Montgomery, SNBC Evening Program Coordinator

PUBLIC COMMENT

6. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
Members of the public may address the Commission on matters that are within the Commission's jurisdiction and not on today's agenda.
Note: Commissioners may not engage in discussion on any item not on the agenda.
7. Matters of Interest for Possible Inclusion on Future Agendas
Discussion Item
PUBLIC COMMENT

Adjournment

10. Adjournment

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要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

電話號碼: 415-554-7724 ; 傳真號碼: 415- 554-7854

電子郵件: SOTF@sfgov.org

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利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路 CHANGE ** 3223 ORTEGA, SF, CA 6-8PM ****ORTEGA LIBRARY 4-26-12 415-252-2506**

人權委員會會議將在 ***Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌車線 (市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設會有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼: 415- 252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於Van

Ness

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday, May 10, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

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Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

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Todd Mavis

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Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Approval of Minutes

2. Adoption of Minutes Dated March 22, 2012
Discussion Item/Action Item
PUBLIC COMMENT
3. Adoption of Video Minutes for April 12, 2012 Hearing War of Drugs
Discussion Item/Action Item
PUBLIC COMMENT

Chair's Report

4. Proclamation in Honor of Cecilia Chung and her 7-years of work with the Human Rights Commission and her work with the LGBT Advisory Committee.
Discussion Item
PUBLIC COMMENT
5. Commissioners' Activities in the Community
Discussion Item
PUBLIC COMMENT

Director's Report

6. Report of Current Activities of the Director
Director Sparks will discuss recent activities and issues of the HRC.
Discussion Item
PUBLIC COMMENT

Regular Business

7. Present and Review HRC Letter supporting State Assembly Bill 1081 – The TRUST Act, which per Board of Supervisor's Resolution #135-12 establishes "*standards for local government to ensure that an individual will only be detained pursuant to an Immigration and Customs Enforcement hold if that individual has been convicted of a serious or violent felony, and provides key safeguards against profiling and the wrongful detention of U.S. Citizens.*"
Discussion and Possible Action Item
Presenter: Zoe Polk
PUBLIC COMMENT
8. Update on Benefit Corporation Legislation (Ordinance amending the San Francisco Administrative Code by adding Chapter 14C, Sections 14C.1 through 14C.3, to provide for a downward adjustment in price or upward adjustment in rating of a proposal or bid from a California Benefit Corporation for a competitively-solicited City contract.)
Discussion and Action Item
Presenter: Boris Delepine
PUBLIC COMMENT
9. Discussion and Follow-up Report on the April 12, 2012 Hearing: War on Drugs
Discussion and Possible Action Item
Presenter: Zoe Polk
PUBLIC COMMENT

10. Review Proposed Amendment to the Human Rights Commission Bylaw Article IV-Meetings, Section 1: Regular Meetings, in order to Change Regular Meeting Start Time from 4:30 p.m. to 5:30 p.m.
Discussion and Possible Action Item
Presenter: Sheryl Cowan
PUBLIC COMMENT
11. Matters of Interest for Possible Inclusion on Future Agendas
Discussion Item
PUBLIC COMMENT

Adjournment

12. Adjournment

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San Francisco, CA 94102-6883

電話號碼: 415-554-7724 ; 傳真號碼 415-554-7854

電子郵件: SOTF@sfgov.org

陽光政策的樣印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

FOR PUBLIC POSTING MAY 11, 2012:

**NOTICE OF PROPOSED AMENDMENT TO THE BYLAWS OF
THE SAN FRANCISCO HUMAN RIGHTS COMMISSION
TO BE ACTED UPON AT THE SPECIAL MEETING OF MAY 24, 2012 at 5:30 PM
CITY HALL, ROOM 416**

This notice is issued pursuant to Charter Section 4.104 which prohibits Charter Commission from adopting or revising the bylaws without at least ten days' of public notice. The HRC will discuss and vote on amending "Article IV-Meetings, Section 1. Regular Meetings:

Article IV – Meetings

Section 1. Regular Meetings

The Commission shall hold its regular meetings in City Hall, 1 Dr. Carlton B. Goodlett Place, Room 416, San Francisco, California, at 4:30-~~5:30~~ p.m. every second and fourth Thursday of each month, except for the months of July and August there shall be only one meeting on the second Thursday of the month. Additional meetings for the months of July or August, if any, shall be noticed as special meetings.

The Commission shall annually designate a meeting for planning its goals and objectives and reviewing its prior year performance.

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MAY 11 2012

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday, May 24, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

05-24-12 ADD:28 RCYD

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes, Sunset District Special Meeting, Dated April 26, 2012

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Presentation of the Human Rights Commission 2012 HERO AWARDS.

These "HERO" Awards recognize local "unsung heroes" for their outstanding contributions in the field of Human Rights Advocacy and honor local organizations whose programming advances equity in education for youth and other vulnerable communities throughout the City and County of San Francisco. Finalists were selected based on their demonstrated commitment to human rights, community service and for uplifting and fostering positive change in and throughout the City's diverse and multicultural communities.

HRC HERO Legacy Awards for Lifetime Achievement in Human Rights Advocacy:
Reverend Amos Brown, Aileen Hernandez, Espanola Jackson and Doris Ward.

HRC HERO Awards for Individual Outstanding Contribution in Human Rights Advocacy: Karena Franes and Jose Romano

HRC HERO Organization Award for Outstanding Contribution toward Equity in Education: Omega Boys Club Leadership Academy and Japanese Community Youth Council (JCYC) Education Hub

Presenter: To be announced.

Discussion Item

PUBLIC COMMENT

4. Present and Discuss HRC Resolution in support of Board of Supervisors' Legislation, File #120378 to establish an LGBT Seniors Task Force (introduced on April 17, 2012 by Supervisor Scott Wiener and Co-sponsored by Christina Olague, David Campos and Malia Cohen)

Presenters: Nadia Babela

Discussion and Action Item

PUBLIC COMMENT

5. Adoption of Proposed Amendment to the Human Rights Commission Bylaws Article IV-Meetings, Section 1: Regular Meetings, in order to Change Regular Meeting Start Time from 4:30 p.m. to 5:30 p.m.

Discussion and Action Item

Presenter: Commission Secretary

PUBLIC COMMENT

Chair's Report

6. Commissioners' Activities in the Community

Discussion Item

PUBLIC COMMENT

Director's Report

7. Report of Current Activities of the Director

Director Sparks will discuss recent activities and issues of the HRC including HRC representation at Small Business Week.

Discussion Item

PUBLIC COMMENT

8. Matters of Interest for Possible Inclusion on Future Agendas

Discussion and Possible Action Item

PUBLIC COMMENT

Adjournment

9. Adjournment

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact:

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Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Tuesday, May 29, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

05-24-12108101 RCYD

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Regular Business

2. Present and Discuss Report re: Assessment of City and County of San Francisco Performance Under Administrative Code 14B including Discussion of the the HRC Organization.

Discussion and Possible Action Item

PUBLIC COMMENT

3. Matters of Interest for Possible Inclusion on Future Agendas

Discussion and Possible Action Item

PUBLIC COMMENT

Adjournment

4. Adjournment

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陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

電話號碼：415-554-7724；傳真號碼 415- 554-7854

電子郵箱：SOTF@sfgov.org

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利便參與會議的相關規定

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依據「三藩市遊說者法令」 (SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼:415- 252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許:

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞;
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室); 以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於Van

Ness

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47

Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness , Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

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Edwin M. Lee
Mayor

Contract Compliance
Dispute Resolution/Fair Housing
San Francisco Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Theresa Sparks
Executive Director

CANCELLATION NOTICE

OF

Human Rights Commission

SPECIAL MEETING

Tuesday, May 29, 2012

5:30 p.m.

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

Please note that the Special Meeting of the HRC previously scheduled for Tuesday, May 29, 2012 at 5:30 p.m. has been cancelled. Questions may be referred to the Commission Secretary at 415-252-2506.

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

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Regular Meeting Agenda

Thursday, June 14, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Regular Business

2. Presentation on the transfer of certain HRC functions to the City Administrator's Office for FY 2012-2013, effective July 1, 2012.

Presenters: Naomi Kelly, City Administrator & Theresa Sparks, HRC Executive Director

Discussion

PUBLIC COMMENT

3. Adoption of Minutes Dated May 10, 2012

Discussion Item/Action Item

PUBLIC COMMENT

4. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion and Possible Action Item

PUBLIC COMMENT

Adjournment

5. Adjournment

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會議及議程政策

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- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
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Ness

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City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

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ACCESO DE DISCAPACITADOS

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, June 28, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes Dated May 24, 2012

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

5. Director's Report:

14B Contract Compliance, 12B Equal Benefits and Surety Bond Transition Overview.

Discussion Item

PUBLIC COMMENT

6. Update on HRC African American Community Empowerment Initiative

- A. Activities of the African American Leadership Council including AALC Subcommittee Updates.

Presenter: David Miree - HRC Staff

Discussion Item

PUBLIC COMMENT

- B. Update on HRC Staff initiatives related to the African American Empowerment Initiative:

1. Criminal Justice Initiatives – War on Drugs and Prior Arrest and Conviction Record Discrimination

2. The needs of African American LGBT Seniors

3. Public Relations Campaign to reframe the dialogue on race and sexual discrimination

Presenter: Zoe Polk - HRC Staff

Discussion Item

PUBLIC COMMENT

7. Matters of Interest for Possible Inclusion on Future Agendas

Discussion and Possible Action Item

PUBLIC COMMENT

Continued on next page

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- i) Public Comment on all matters pertaining to closed session
- ii) Vote on whether to enter into closed session

Closed Session

8. PUBLIC EMPLOYEE PERFORMANCE EVALUATION

Executive Director, Theresa Sparks

Pursuant to Govt. Code § 54957(b); Admin. Code § 67.10(b).

Discussion Item/Possible Action Item

Note: Reconvene in open session and vote whether to disclose any discussions held in Closed Session.

Open Session

9. Vote on whether to disclose discussions held in Closed Session per Administrative Code §67.12(a).

Discussion Item/Action Item

PUBLIC COMMENT

Adjournment

10. Adjournment

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

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ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary-at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices. (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

電話號碼：415-554-7724；傳真號碼415- 554-7854

電子郵件：SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車站（市政中心站- Civic Center）。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼:415- 252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, June 28, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

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Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

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Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Approval of Minutes

2. Adoption of Minutes Dated May 24, 2012

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

4. Director's Report:

14B Contract Compliance, 12B Equal Benefits and Surety Bond Transition Overview.

Discussion Item

PUBLIC COMMENT

- 5.. Update on HRC African American Community Empowerment Initiative

- A. **Activities of the African American Leadership Council including AALC Subcommittee Updates.**

Presenter: David Miree - HRC Staff

Discussion Item

PUBLIC COMMENT

- B. **Update on HRC Staff initiatives related to the African American Empowerment Initiative:**

1. **Criminal Justice Initiatives – War on Drugs and Prior Arrest and Conviction Record Discrimination**

2. **The needs of African American LGBT Seniors**

3. **Public Relations Campaign to reframe the dialogue on race and sexual discrimination**

Presenter: Zoe Polk - HRC Staff

Discussion Item

PUBLIC COMMENT

6. **Matters of Interest for Possible Inclusion on Future Agendas**

Discussion and Possible Action Item

PUBLIC COMMENT

Continued on next page

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- i) Public Comment on all matters pertaining to closed session
- ii) Vote on whether to enter into closed session

Closed Session

7. PUBLIC EMPLOYEE PERFORMANCE EVALUATION

Executive Director, Theresa Sparks

Pursuant to Govt. Code § 54957(b); Admin. Code § 67.10(b).

Discussion Item/Possible Action Item

Note: Reconvene in open session and vote whether to disclose any discussions held in Closed Session.

Open Session

8. Vote on whether to disclose discussions held in Closed Session per Administrative Code §67.12(a).

Discussion Item/Action Item

PUBLIC COMMENT

Adjournment

9. Adjournment

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- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(讀者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於Van Ness 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

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proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión;
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, July 12, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes Dated May 24, 2012 held over from June 28, 2012 meeting.
Discussion Item/Action Item
PUBLIC COMMENT
3. Adoption of Minutes Dated June 14, 2012
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

4. Commissioners' Activities in the Community:
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
PUBLIC COMMENT
5. Director's Report: Update on 12B and 14B Transition.
Discussion Item
PUBLIC COMMENT
6. Update from HRC Discrimination Unit re: Discrimination in Housing, Employment, Public Accommodation including an update on the new database.
Discussion Item
PUBLIC COMMENT
7. Matters of Interest for Possible Inclusion on Future Agendas
Discussion and Possible Action Item
PUBLIC COMMENT

Open Session

The San Francisco Administrative Code and the Brown Act allow for the following discussion to be held in closed session. If the Commission votes to convene in closed session, all members of the public will be excused from the Commission Meeting Room, with the exception of the Deputy City Attorney and Commission Secretary, no other staff members shall be present.

- i) **PUBLIC COMMENT** on all matters pertaining to closed session
- ii) **VOTE** on whether to enter into closed session

Closed Session

8. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION**
Executive Director, Theresa Sparks
Pursuant to Govt. Code § 54957(b)(1); Admin. Code § 67.10(b).
Discussion Item/Possible Action Item

Open Session

9. **Vote on whether to disclose discussions held in Closed Session per Administrative Code §67.12(a).**

Discussion Item/Action Item

PUBLIC COMMENT

Adjournment

10. **Adjournment**

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact:

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- Cualquier persona que presente una declaración, o cualquier otra declaración, en apoyo o en oposición a una declaración;
- El uso de teléfonos móviles, teléfonos de escritorio y cualquier otro dispositivo de comunicación, así como cualquier otro dispositivo de comunicación (estas personas pueden ser requeridas a salir de la sala de reuniones);
- Y
- Cualquier persona que presente una declaración o cualquier otra declaración en apoyo o en oposición a una declaración.

El orden del día puede verse en www.sf-hrc.org o en la oficina de la Comisión de Derechos Humanos de San Francisco.

Ness

En la sala 800 del edificio de la Comisión de Derechos Humanos de San Francisco. Si desea obtener una traducción de este documento a otro idioma, debe solicitarla con suficiente tiempo antes de la reunión. Si desea obtener una traducción de este documento a otro idioma, debe solicitarla con suficiente tiempo antes de la reunión. Si desea obtener una traducción de este documento a otro idioma, debe solicitarla con suficiente tiempo antes de la reunión.

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Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

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ORDENANZA DE CABILDEO

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

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- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, August 9, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

GOVERNMENT
DOCUMENTS DEPT

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes Dated June 28, 2012

Discussion Item/Action Item

PUBLIC COMMENT

3. Adoption of Minutes Dated July 12, 2012

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

4. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

5. Director's Report:

-Status report on Transition of Contract Monitoring Group;

-Discussion of Transgender Health Initiative.

Discussion Item/Action Item

PUBLIC COMMENT

6. Discussion of recommending to the Mayor and the Board of Supervisors to direct City Departments to discontinue use of the term "illegal" when referring to undocumented individuals.

Presenter: HRC Staff, Zoe Polk

Discussion Item

PUBLIC COMMENT

7. Resolution in support of SB 1172 which bans mental health providers from engaging with minors in sexual orientation change efforts ("Reparative Therapy").

Presenter: HRC Staff, Nadia Babella

Discussion Item/Action Item

PUBLIC COMMENT

8. Update on Friends of the Human Rights Commission including discussion of working group, 501c3 status, business plan, board development plans, website and logo development.

Presenter: Commissioner Mark Kelleher

Discussion Item

PUBLIC COMMENT

9. Discuss possible Off-site Meeting Dates and Locations.

Discussion Item/Action Item

PUBLIC COMMENT

10. Matters of Interest for Possible Inclusion on Future Agendas

Discussion and Possible Action Item

PUBLIC COMMENT

Agenda continued on next page.

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- i) Public Comment on all matters pertaining to closed session
- ii) Vote on whether to enter into closed session

Closed Session

- 11. PUBLIC EMPLOYEE PERFORMANCE EVALUATION**
Executive Director, Theresa Sparks
Pursuant to Govt. Code § 54957(b); Admin. Code § 67.10(b).
Discussion Item/Possible Action Item

Note: Reconvene in open session and vote whether to disclose any discussions held in Closed Session.

Open Session

- 12. Vote on whether to disclose discussions held in Closed Session per Administrative Code §67.12(a).**
Discussion Item/Action Item
PUBLIC COMMENT

Adjournment

- 13. Adjournment**

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

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- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

電話號碼: 415-554-7724 ; 傳真號碼 415-554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於 Grove 街和 McAllister 街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站 (Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：

47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線（市政中心站- Civic Center）。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」（SF Campaign & Governmental Conduct Code 2.100）能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼415- 252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。（違者可能會被要求離開會議室）；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於 Van

Ness

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Oficina); 415-554-5163 (Fax);
Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un lector. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

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Regular Meeting Agenda

Thursday, September 13, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes Dated August 9, 2012

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

5. Presentation and Discussion of the HRC Budget post-transition of the Local Business Enterprise group to the Office of the City Administrator.

Presenter: HRC Staff, Taraneh Moayed

Discussion Item/Action Item

PUBLIC COMMENT

6. Matters of Interest for Possible Inclusion on Future Agendas

Discussion and Possible Action Item

PUBLIC COMMENT

Adjournment

7. Adjournment

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

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SEP 24 2012

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Regular Meeting Agenda

Thursday, September 27, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Approval of Minutes

2. Adoption of Minutes Dated September 13, 2012

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

4. Matters of Interest for Possible Inclusion on Future Agendas

Discussion and Possible Action Item

PUBLIC COMMENT

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- i) Public Comment on all matters pertaining to closed session
- ii) Vote on whether to enter into closed session

Closed Session

5. PUBLIC EMPLOYEE PERFORMANCE EVALUATION

Executive Director, Theresa Sparks

Pursuant to Govt. Code § 54957(b)(1); Admin. Code § 67.10(b).

Discussion Item/Possible Action Item

Note: Reconvene in open session and vote whether to disclose any discussions held in Closed Session.

Open Session

6. Vote on whether to disclose discussions held in Closed Session per

Administrative Code §67.12(a).

Discussion Item/Action Item

PUBLIC COMMENT

Adjournment

7. Adjournment

PLEASE NOTE: On October 25, 2012 the Human Rights Commission will hold a Mission District Community Meeting which is currently scheduled to take place at John O'Connell High School, 2355 Folsom Street, San Francisco, CA 94110. As with all community meetings, the location may be subject to change due to unforeseen circumstances. Please be sure to check our website at www.sf-hrc.org or call HRC at 415-252-2500.

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CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

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Correo electrónico: SOTF@sfgov.org

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POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiples sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncion o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, October 11, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes Dated September 27, 2012

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

4. Update on the activities of HRC Advisory Committees, their work groups and upcoming events:

-LGBT Advisory Committee: *HRC Staff, Nadia Babella will talk about LGBT subcommittees and their work on issues affecting homeless and marginally-housed LGBT community members, the experience of LGBT students in the San Francisco Unified School District, and expanding LGBT services beyond the Castro.*

-Equity Advisory Committee: *HRC Staff, Zoe Polk about will talk about the EAC subcommittees and their work on Re-entry, Education as a Human Right and the Elder Population in San Francisco as well as the EAC work on the upcoming October 25th meeting in the Mission.*

Discussion

PUBLIC COMMENT

5. Director's Report on recent activities of the Human Rights Commission.

Presenter: Director Theresa Sparks

Discussion

PUBLIC COMMENT

6. Discussion regarding the language staff should use in Press Releases when referring to the Charter Commission as opposed to the Department.

Discussion Item/Action Item

PUBLIC COMMENT

7. Matters of Interest for Possible Inclusion on Future Agendas

Discussion Item

PUBLIC COMMENT

The San Francisco Administrative Code and the Brown Act allow for the following discussion to be held in closed session. If the Commission votes to convene in closed session, all members of the public will be excused from the Commission Meeting Room, with the exception of the Deputy City Attorney and Commission Secretary, no other staff members shall be present.

- i) Public Comment on all matters pertaining to closed session
- ii) Vote on whether to enter into closed session

Agenda continued on next page.

Closed Session

8. PUBLIC EMPLOYEE PERFORMANCE EVALUATION

Executive Director, Theresa Sparks

Pursuant to Govt. Code § 54957(b)(1); Admin. Code § 67.10(b).

Discussion Item/Possible Action Item

Note: Reconvene in open session and vote whether to disclose any discussions held in Closed Session.

Open Session

9. Vote on whether to disclose discussions held in Closed Session per Administrative Code §67.12(a).

Discussion Item/Action Item

PUBLIC COMMENT

10. Adjournment

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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Friday, October 19, 2012

3:00 pm

City Hall Room #278

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

The San Francisco Administrative Code and the Brown Act allow for the following discussion to be held in closed session. If the Commission votes to convene in closed session, all members of the public will be excused from the Commission Meeting Room, with the exception of the Deputy City Attorney and Commission Secretary, no other staff members shall be present.

- i) PUBLIC COMMENT on all matters pertaining to closed session*
- ii) VOTE on whether to enter into closed session*

2. Vote to go to Closed Session

Action Item

PUBLIC COMMENT

Closed Session

3. PUBLIC EMPLOYEE PERFORMANCE EVALUATION

Executive Director, Theresa Sparks

Pursuant to Govt. Code § 54957(b)(1); Admin. Code § 67.10(b).

Discussion Item

Note: Reconvene in open session and vote whether to disclose any discussions held in Closed Session.

Open Session

4. Vote on whether to disclose discussions held in Closed Session per

Administrative Code §67.12(a).

Discussion Item/Action Item

PUBLIC COMMENT

5. Adjournment

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陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼: 415-554-7724 ; 傳真號碼 415- 554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，

和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線（市政中心站- Civic Center）。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼：415- 252-3100， 傳真號碼 415-252-3112， 網址：sfgov.org/ethics。

會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為：Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於Van Ness 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話：415-252-2500。

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Mission District Meeting Agenda

Thursday, October 25, 2012

6:00 pm

John O'Connell High School, Auditorium

2355 Folsom Street

San Francisco, CA 94110

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

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Theresa Sparks, *Executive Director*

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Order of Business

1. Call to Order and Roll Call
2. Introduction of Commissioner Faye Woo Lee as Chair for the Mission Special Meeting.

Special Community Meeting – Mission District

3. Overview of the Human Rights Commission: What does the HRC do including a brief explanation of the new 12N Anti-Bullying Training Module.
Presenter: Director Theresa Sparks
PUBLIC COMMENT
4. Spotlight on Program at John O'Connell High School
O'Connell Best Practices Club. The Club is a group of students from all grades who are interested in partnering with teachers to answer the questions: What do O'Connell students need from their teachers and classes in order to be successful in school? How do O'Connell students learn best? Students work with teachers to show which of their teaching methods engage students and help them learn. Students can give feedback to teachers and make sure students are getting the education they want and need
Presenters: Teacher, Gary Cruz and Students involved.
PUBLIC COMMENT
5. John O'Connell Parents, Teachers & Students Association (Invited but not confirmed.)
Overview of group and recent projects highlighting how they promote student success.
Comments by Member
PUBLIC COMMENT
6. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
Members of the public may address the Commission on matters that are within the Commission's jurisdiction and not on today's agenda.
Note: Commissioners may not engage in discussion on any item not on the agenda.

Adjournment

7. Adjournment

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電話號碼: 415-554-7724 ; 傳真號碼 415- 554-7854

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陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

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殘障通路 CHANGE ** 3223 ORTEGA, SF, CA 6-8PM ****ORTEGA LIBRARY 4-26-12 415-252-2506**

人權委員會會議將在 ****Dr. Carlton B. Goodlett Place

市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線 (市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設有泊車位。

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依據「三藩市遊說者法令」 (SF Campaign & Governmental Conduct Code 2.100)

能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼：415- 252-3100，傳真號碼 415-252-3112，網址：sfgov.org/ethics。

會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為：Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
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Ness

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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

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Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un lector. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, November 8, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

GOVERNMENT
DOCUMENTS DEPT

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes Dated October 11, 2012

Discussion Item/Action Item
PUBLIC COMMENT

3. Adoption of Minutes Dated October 19, 2012

Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

4. Vote on Resolution Honoring Mary Gin Starkweather's (over) 33-years with the Human Rights Commission.

Discussion Item/Action Item
PUBLIC COMMENT

5. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item
PUBLIC COMMENT

6. Director's Report on recent activities of the Human Rights Commission including updates on: MUNI Bus Advertising Policy, Rainbow Flag controversy in the Castro, staff conferences and activities related to Human Trafficking and Transgender Cultural Competency Training.

Presenter: Director Theresa Sparks
Discussion Item
PUBLIC COMMENT

7. Review FY12-13 Q1 performance data for Discrimination and Policy Divisions

Presenter: Taraneh Moayed
Discussion Item
PUBLIC COMMENT

8. Matters of Interest for Possible Inclusion on Future Agendas

Discussion Item
PUBLIC COMMENT

The San Francisco Administrative Code and the Brown Act allow for the following discussion to be held in closed session. If the Commission votes to convene in closed session, all members of the public will be excused from the Commission Meeting Room, with the exception of the Deputy City Attorney and Commission Secretary, no other staff members shall be present.

- i) Public Comment on all matters pertaining to closed session
- ii) Vote on whether to enter into closed session

Enter Closed Session

Agenda continued on next page.

9. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION**
Executive Director, Theresa Sparks
Pursuant to Govt. Code § 54957(b)(1); Admin. Code § 67.10(b).
Discussion Item/Possible Action Item

Note: Reconvene in open session and vote whether to disclose any discussions held in Closed Session.

Open Session

10. **Vote on whether to disclose discussions held in Closed Session per Administrative Code §67.12(a).**
Discussion Item/Action Item
PUBLIC COMMENT
11. **Adjournment**

PLEASE NOTE: The San Francisco Human Rights Commission will meet on November 8, 2012 and December 13, 2012 in Room 416, City Hall. If you have any questions, please contact the Commission Secretary at 415-252-2506 or via e-mail sheryl.cowan@sfgov.org.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
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Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary-at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

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殘障通路

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, December 13, 2012

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes Dated October 25, 2012

Discussion Item/Action Item

PUBLIC COMMENT

3. Adoption of Minutes Dated November 8, 2012

Discussion Item/Action Item

PUBLIC COMMENT

4. Adoption of Minutes Dated April 12, 2012

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

5. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

6. Submission of Recommendations and Resumes for 2013 Appointees to the LGBT Advisory Committee and Equity Advisory Committee.

Presenters: HRC staff

Discussion Item/Action Item

PUBLIC COMMENT

7. Discuss and Approve Meeting Dates for 2013 including Commissioner Retreat date and Offsite Meeting dates.

Discussion Item/Action Item

PUBLIC COMMENT

8. Proposal for Joint Project between HRC and the University of California - Hastings School of Law to develop and recommend policies and strategies to the HRC about the criminalization, legalization, and decriminalization of the sex trade industry.

Presenter: HRC Staff, Nadia Babella

Discussion Item/Action Item

PUBLIC COMMENT

9. Director's Report:

- Holiday event "Thank you."

- Request by Mayor's office for submission to be included in State Legislative Agenda.

Presenter: HRC Staff

Discussion Item/Possible Action Item

PUBLIC COMMENT

10. Matters of Interest for Possible Inclusion on Future Agendas

Discussion Item

PUBLIC COMMENT

11. Adjournment

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了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼 415-554-7724；傳真號碼 415- 554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

便利參與會議的相關規定

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遊說者法令

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會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為：Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。（違者可能會被要求離開會議室）；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於VanNess

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話 415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Oficina); 415-554-5163 (Fax);
Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, January 10, 2013

5:30 pm

City Hall Room #416

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1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Approval of Minutes

2. Adoption of Minutes dated April 12, 2012 held over from December 13, 2012 meeting.

Discussion Item/Action Item

PUBLIC COMMENT

3. Adoption of Minutes dated October 25, 2012 held over from December 13, 2012 meeting.

Discussion Item/Action Item

PUBLIC COMMENT

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PUBLIC COMMENT

Regular Business

5. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

6. Director's Report

Presenter: Theresa Sparks, Executive Director

Discussion Item/Possible Action Item

PUBLIC COMMENT

7. Review of Fiscal Years 2013-2015 Budget Instructions.

Presenters: HRC staff

Discussion Item/Possible Action Item

PUBLIC COMMENT

8. New Proposal for Joint Project between HRC and the University of California Hastings College of the Law to develop and recommend policies and strategies to the HRC.

Presenter: HRC Staff, Nadia Babella

Discussion Item/Action Item

PUBLIC COMMENT

9. Nominations for Chair and Vice-Chair of the San Francisco Human Rights Commission.

Discussion Item/Action Item

PUBLIC COMMENT

10. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item

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11. Adjournment.

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San Francisco, CA 94102-4683

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會議及議程政策 本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為：Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標誌牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於Van Ness 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, January 24, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated January 10, 2013.

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

4. Director's Report:

A. Update on the move of the executive staff of the War Memorial Board into space previously occupied by the LBE/EBO units at 25 Van Ness, 8th Floor.

B. Update on the arrangements for the Commissioner's Retreat on Saturday, February 2, 2013, to be held in the Presidio.

C. Human Trafficking Update:

I. The Kick-off event held on Tuesday, January 15, 2013

II. The first of two forums held on Tuesday evening, January 15, 2013

III. Upcoming events

IV. Poster contest winners exhibition in the lobby of 25 Van Ness.

D. Update on the "condoms as evidence" project discussions and schedule.

Presenter: Theresa Sparks, Executive Director

Discussion Item/Possible Action Item

PUBLIC COMMENT

5. Closing Nominations for Chair and Vice-Chair of the San Francisco Human Rights Commission.

Discussion Item/Action Item

PUBLIC COMMENT

6. Election of Chair and Vice-Chair of the San Francisco Human Rights Commission.

Discussion Item/Action Item

PUBLIC COMMENT

7. Report on Seattle Conference Governing for Racial Equity and presentation of their Racial Equity Assessment Tool Kit and social justice initiatives.

Presenter: HRC Staff, Zoe Polk

Discussion Item

PUBLIC COMMENT

8. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item

PUBLIC COMMENT

Agenda continued on next page.

CLOSED SESSION – MUST START AT 6:10 p.m.

The San Francisco Administrative Code and the Brown Act allow for the following discussion to be held in closed session. If the Commission votes to convene in closed session, all members of the public will be excused from the Commission Meeting Room, with the exception of the Deputy City Attorney and Commission Secretary, no other staff members shall be present. There shall be:

- i) PUBLIC COMMENT on all matters pertaining to closed session*
 - ii) VOTE on whether to enter into closed session*
9. **Vote on whether to hold Closed Session to confer with legal counsel regarding pending litigation pursuant to Government Code Section 54956.9(a) and San Francisco Administrative Code 67.10(d).**
Discussion Item/Action Item
PUBLIC COMMENT
10. **Conference with Legal Counsel**
Existing litigation: **Willis v. The City and County of San Francisco et al.**
U.S. District Court, Northern District of California
Case No. 12-0231
Case filed on 01/13/12

OPEN SESSION

11. **Possible report on action taken in closed session pursuant to Government Code Section 54957.1(a)(2) and San Francisco Administrative Code Section 67.12(a)**
Possible Action
PUBLIC COMMENT
12. **Vote on whether to disclose discussions held in Closed Session pursuant to San Francisco Administrative Code Section 67.12(a)**
Discussion Item/Action Item
PUBLIC COMMENT
13. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting held on the 2nd Thursday. Please note there are sometimes exceptions when Special Meetings are held in the community.

**The next Special Meeting will take place on February 2, 2013 starting at 8:30 a.m.
at 1009 General Kennedy Avenue, San Francisco, CA 94129**

**If you have any questions, please contact the
Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org**

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Office); 415-554-7854 (Fax)
E-mail: SOTF@sfgov.org

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ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政府討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code)

下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

電話號碼：415-554-7724；傳真號碼 415-554-7854

電子郵件：SOIT@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館，以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於 Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站是在市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：

47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線 (市政中心站- Civic Center)。
如欲查詢更多有關公車服務的資訊,請致電415-923-6142。另外,在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者,以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

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會議及議程政策

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Saturday, February 2, 2013

8:30 AM

**United Religions Initiative Office
1009 General Kennedy Avenue
San Francisco, CA 94129**

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda
2. Report on results of HRC Staff Retreat.
Presenter: Theresa Sparks
Discussion Item
3. Open Discussion with Commissioners for their views on 2013 HRC Commission Goals and Objectives.
Presenters: Michael Sweet and Theresa Sparks
Discussion Item
4. Open Discussion regarding Commissioners' ideas for celebrating HRC's 50th Anniversary including discussion of a "Kick-off" event and the role of *Friends of the SF Human Rights*.
Presenter: Michael Sweet/Theresa Sparks
Discussion Item
5. Discussion of Protocols and Communication between Commissioners and Staff.
Presenter: Michael Sweet
Discussion Item
6. Discussion and Overview of Staff Projects and Allocating Resources.
Presenter: Theresa Sparks
Discussion Item
7. Open Discussion with Commissioners on their ideas for HRC's Advisory Committees 2013 Planning.
Presenters: Michael Sweet/Theresa Sparks
Discussion Item
8. Restate Outcomes from Discussions held at the Retreat Meeting.
Presenter: To be determined.
Discussion Item
9. EEO Training: Gender Identity Cultural Competency and Nondiscrimination in the Workplace Per 12/20/12 Letter from Department of Human Resources.
Presenter: To be determined.
Discussion Item
10. Adjournment

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The next Special Meeting will take place on February 2, 2013 starting at 8:30 a.m.
at 1009 General Kennedy Avenue, San Francisco, CA 94129

If you have any questions, please contact the
Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org

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MEETINGS AND AGENDAS POLICIES

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了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官
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電子郵件：SOTF@sfgov.org

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利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

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會議及議程政策

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- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。（違者可能會被要求離開會議室）；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於VanNess

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CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

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POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un lector. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son:

47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness , Suite 220, San Francisco, CA 94 102, 415-252-3100, FAX 415-252-3112, sitio web: sf.gov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones del la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94 102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, February 14, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated January 10, 2013.

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

4. Director's Report

Presenter: Theresa Sparks, Executive Director

Discussion Item/Possible Action Item

PUBLIC COMMENT

5. Discuss HRC FY 2013-2015 Budget Proposal including:

- Discuss possible contract with SF Government TV to broadcast HRC meetings including cost.

Presenter: Taraneh Moayed

Discussion Item/Action Item

PUBLIC COMMENT

6. Discuss HRC 2012 Draft Annual Report.

Presenter: Taraneh Moayed

Discussion Item/Action Item

PUBLIC COMMENT

7. Discuss Projects for Interns in the Spring and Summer of 2013 including Proposal for City Hall Fellows at HRC.

Presenter: HRC Staff

Discussion Item/Action Item

PUBLIC COMMENT

8. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item

PUBLIC COMMENT

9. Adjournment.

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, February 28, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. **Adoption of Minutes dated January 24, 2013.**
Discussion Item/Action Item
PUBLIC COMMENT
3. **Adoption of Special Meeting Minutes dated February 2, 2013.**
Discussion Item/Action Item
PUBLIC COMMENT
4. **Adoption of Minutes dated February 14, 2013.**
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

5. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
PUBLIC COMMENT
6. **Director's Report**
 - Update on the *Human Impact of the War on Drugs* draft report.
 - Update on the Budget Submittal for FY 13-15.Presenter: Theresa Sparks, Executive Director
Discussion Item/Possible Action Item
PUBLIC COMMENT
7. **Discuss LGBT Advisory Committee Retreat and Work Plan(s) for 2013.**
Presenter: HRC Staff, Nadia Babella
Discussion Item
8. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item/Possible Action Item
PUBLIC COMMENT
9. **Adjournment.**

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了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
電話號碼：415-554-7724；傳真號碼 415-554-7854
電子郵件：SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，

和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於 Grove 街和 McAllister 街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線 (市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說法令」 (SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼:415- 252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁 www.sf-hrc.org 或人權委員會位於VanNess

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, March 14, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

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Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

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Order of Business March 14, 2013

1. **Call to Order and Roll Call**

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. **Adoption of Special Meeting Minutes dated February 2, 2013 held over from February 28, 2013 meeting.**

Discussion Item/Action Item

PUBLIC COMMENT

3. **Adoption of Minutes dated February 28, 2013.**

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

4. **Commissioners' Activities in the Community:**

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

5. **Director's Report**

- **Update on AFDI (American Freedom Defense Initiative) Advertisements on Muni buses;**
- **Discuss Resolution by Supervisor David Chiu regarding anti-Arab and Anti-Muslim Bus Advertisements;**
- **Status Update on the War on Drugs Community Report.**

Presenter: Theresa Sparks, Executive Director

Discussion Item

PUBLIC COMMENT

6. **Discuss Equity Advisory Committee ("EAC") including:**

- **Discussion of African American Initiative ("AAI") becoming part of the EAC;**
- **2013 EAC Retreat and Work Plan(s);**
- **2013 AAI Work Plan**

Presenter: HRC Staff, Zoe Polk and David Miree

Discussion Item

PUBLIC COMMENT

7. **Discussion of HRC Community Meetings in 2013 including location.**

Presenter: Director Sparks

Discussion Item

PUBLIC COMMENT

8. **Discussion of HRC Commemoration of the 50th Anniversary of the March on Washington which occurred on August 28, 1963.**

Presenter: HRC Staff

Discussion Item

PUBLIC COMMENT

9. **Matters of Interest for Possible Inclusion on Future Agendas.**

Discussion Item

PUBLIC COMMENT

10. Adjournment.

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電話號碼: 415-554-7724 ; 傳真號碼 415-554-7854
電子郵件: SOITF@sfgov.org

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利便參與會議的相關規定

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和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

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會議及議程政策

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- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

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POLITICA DE ACCESO A LA REUNION

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Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, March 28, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business March 28, 2013

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated March 14, 2013.

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Status Update on the Community Report "Human Rights Impact of the War on Drugs"

Presenter: To be determined.

Discussion Item

PUBLIC COMMENT

4. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

5. Director's Report

- Overview and update on AMEMSA activities in response to Muni bus ads.
- Overview and update on HRC's current responsibilities for Trafficking activities including SFCALT and Mayor's Trafficking Task Force.
- Update and Discussion regarding HRC Seal Project and the possible participation by the City Hall Fellows.
- Overview of Castro Flag issue.
- Overview of personnel reorganization.

Presenter: Theresa Sparks, Executive Director

Discussion Item

PUBLIC COMMENT

6. Presentation of LGBT AC Recommendations regarding LGBT Homeless Community in San Francisco.

Presenter: HRC Staff, Nadia Babella

Discussion Item/Action Item

PUBLIC COMMENT

7. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item

PUBLIC COMMENT

8. Adjournment.

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting held on the 2nd Thursday. Please note there are sometimes exceptions when Special Meetings are held in the community.

If you have any questions, please contact the
Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

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ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, April 11, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

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Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

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Order of Business April 11, 2013

1. **Call to Order and Roll Call**

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

2. **Presentation by Interns working on the Discrimination Unit Clinic at Human Rights Commission**

Presenters:

Intern Adriana Goiricelaya from University of San Francisco (Invited; not confirmed)

Intern Jonathan Michael Turner from San Francisco State University (Invited; not confirmed)

Discussion Item

PUBLIC COMMENT

3. **Presentation by The George Washington University Law School Fellow, Jennifer Yeh, on her work at HRC in Discrimination: investigating and mediating complaints, creating a template of case law that supports theories of discrimination, drafting a handbook on mediation and analyzing San Francisco's pre-emption from considering Section 8 as a "source of income."**

Presenter: Jennifer Yeh

Discussion Item

PUBLIC COMMENT

4. **Progress update by University of California Hastings College of the Law interns on the research project, "Human Rights Impact of Proposition 35."**

Presenters: Interns Kendra Amick and Joshua Jacobs

Discussion Item

PUBLIC COMMENT

5. **Presentation by High School Intern, Sophia Woodruff, on her work at HRC researching 12N Legislation pertaining to youth bullying and LGBT issues.**

Discussion Item

PUBLIC COMMENT

6. **Presentation of Certificates of Appreciation to Interns working at the San Francisco Human Rights Commission in Spring 2013.**

Discussion Item/Action Item

PUBLIC COMMENT

Approval of Minutes

7. **Adoption of Minutes dated March 28, 2013.**

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

8. **Status Update on the Community Report "Human Rights Impact of the War on Drugs"**

Presenters: Commissioner Susan Christian and/or Commissioner Richard Pio Roda

Discussion Item

PUBLIC COMMENT

9. **Commissioners' Activities in the Community:**

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

10. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item
PUBLIC COMMENT
11. **Adjournment.**

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**If you have any questions, please contact the
Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org**

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

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MEETINGS AND AGENDAS POLICIES

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了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政府討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-6683
電話號碼：415-554-7724；傳真號碼：415-554-7854
電子郵件：SOTF@sfgov.org

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利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

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遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼：415-252-3100，傳真號碼：415-252-3112，網址：sfgov.org/ethics。

會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為：Van Ness 街25號 800室，郵區編號CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於VanNess

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話：415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-6683
415-554-7724 (Oficina); 415-554-5163 (Fax);
Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, April 25, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business April 25, 2013

1. **Call to Order and Roll Call**
PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
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2. **Presentation by Interns working on the Discrimination Unit Clinic at Human Rights Commission. Presenters:**
Intern Adriana Goiricelaya from University of San Francisco
Intern Jonathan Michael Turner from San Francisco State University
Discussion Item
PUBLIC COMMENT
3. **Presentation of Certificates of Appreciation to Interns Adriana Goiricelaya and Jonathan Michael Turner working at the San Francisco Human Rights Commission in Spring 2013.**
Discussion Item/Action Item
PUBLIC COMMENT
4. **Presentation of report by University of California Hastings College of the Law interns: What is Human Trafficking? Exploring the Scope and Impact of the Californians Against Sexual Exploitation ("CASE") Act**
Presenters: Interns Kendra Amick and Joshua Jacobs
Invited Speakers:
Alix Lutnick, University of California at Berkeley, School of Social Welfare
Anthony Flores, San Francisco Police Department
Cindy Liou, Asian Pacific Islander Legal Outreach (Invited, not confirmed)
Discussion Item
PUBLIC COMMENT

Approval of Minutes

5. **Adoption of Minutes dated March 28, 2013.**
Discussion Item/Action Item
PUBLIC COMMENT
6. **Adoption of Minutes dated April 11, 2013.**
Discussion Item/Action Item
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Regular Business

7. **Status Update on the Community Report "Human Rights Impact of the War on Drugs"**
Presenters: Commissioners Susan Christian and/or Commissioner Richard Pio Roda
Discussion Item
PUBLIC COMMENT
8. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
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9. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item
PUBLIC COMMENT
10. **Adjournment.**

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THE MAY 23, 2013 HRC MEETING MAY BE HELD OFFSITE AND NOT AT CITY HALL.

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會議及議程政策

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- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

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San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

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Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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- Entrar o mostrar pancartas a la reunión.

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, May 9, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business May 9, 2013

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated April 25, 2013

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Director's Report by Theresa Sparks including discussion of:

- Update on "Condoms as Evidence" meetings;
- Update on Safety in the Mission meetings pertaining to transgender individuals;
- HRC 2013 Summer Interns;
- Review of 3rd Quarter FY 2012-2013 Performance Measures.

Discussion Item

PUBLIC COMMENT

4. Status Update on the Community Report "Human Rights Impact of the War on Drugs"

Presenters: Commissioners Susan Christian and/or Commissioner Richard Pio Roda, and HRC Staff, Zoe Polk

Discussion Item

PUBLIC COMMENT

5. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

6. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item

PUBLIC COMMENT

7. Adjournment.

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting held on the 2nd Thursday. Please note there are sometimes exceptions when Special Meetings are held in the community.

THE MAY 23, 2013 HRC MEETING MAY BE HELD OFFSITE AND NOT AT CITY HALL.

Bessie Carmichael Elementary School Auditorium, 375 7th Street, SF, CA

TIME: 6:30 PM – 8:30 PM

**If you have any questions, please contact the
Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org**

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

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DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
電話號碼：415-554-7724；傳真號碼：415-554-7854

電子郵件：SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪轉通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於 Grove 街和 McAllister 街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站 是市政中心站 (Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47 號市政中心循環線、49 號 Van Ness 街-米慎街循環線、F-市場街線及城市輕軌車線 (市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電 415-923-6142。另外，在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda Community Meeting

Thursday, May 23, 2013

6:30 pm- 8:00 pm

**Bessie Carmichael Elementary School
375 7th Street
San Francisco, California**

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business May 23, 2013 District 6 - Special Community Meeting

1. **Call to Order and Roll Call followed by brief self-introductions by Commissioners.**
2. **Welcoming Comments by Supervisor Jane Kim (Invited not confirmed)**
3. **Introduction of HRC Commissioner Susan Belinda Christian as Meeting Chair.**
4. **PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA**
Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.
5. **Director's Report by Theresa Sparks on the 2013 HRC HERO Awards.**
Discussion Item
Public Comment
6. **Brief overview of crime trends in the area by San Francisco Police Department:**
 - **Captain Michael Redmond – Commanding Officer of Southern Station (SOMA, Treasure Island, 6th Street Safety Hub in this jurisdiction)**
 - **Captain Jason Cherniss – Commanding Officer of Tenderloin Station (invited; not confirmed)**Discussion Item
PUBLIC COMMENT
7. **Short presentations by local organizations. Invited speakers will include:**
 - **David Fariello, LCSW Division Director, UCSF/Citywide Case Management & Community Focus**
 - **Daniel Hurtado, Executive Director, Central Market Community Benefits District**
 - **South Beach/Rincon/Mission Bay Neighborhood Association (invited)**Discussion Item
PUBLIC COMMENT
8. **Adjournment.**

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THE NEXT REGULAR HRC MEETING MAY BE HELD ON JUNE 6, 2013

RM 416 CITY HALL - TIME: 5:30 PM

If you have any questions, please contact the

Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org

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陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼：415-554-7724；傳真號碼：415-554-7854

電子郵件箱：SOTF@sfgov.org

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ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, June 13, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business June 13, 2013

1. **Call to Order and Roll Call**

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. **Adoption of Minutes dated May 9, 2013.**
Discussion Item/Action Item
PUBLIC COMMENT
3. **Adoption of Minutes dated May 23, 2013.**
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

4. **Presentation of Resolution honoring the life and work of Nancy Owens.**
Reading of Resolution and presentation to family member or designated family friend.
Discussion Item.
PUBLIC COMMENT
5. **Introduction of HRC Summer Interns from local universities:**
Anahid Barzarjani, UC Hastings College of Law
Charles Gnekow, University of San Francisco School of Law
Neda Khoshkhoo, University of California at Berkeley
Lauren Pietsch, University of San Francisco School of Law
Vanessa Stroud, UC Hastings College of Law
Presenters: Director Sparks and/or Staff Zoe Polk
Discussion Item
PUBLIC COMMENT
6. **Update on plans to honor and celebrate the 50th Anniversary on the March on Washington for Jobs and Freedom. The 1963 March on Washington For Jobs and Freedom was a historic moment in time that propelled our nation forward into a new era of civil, human and economic dignity. The March was critical in the passing of our 1964 Civil Rights Bill and 1965 Voting Rights Act.**
Presenter(s): Commissioner Susan Christian and/or HRC Staff Zoe Polk
Discussion Item
PUBLIC COMMENT
7. **Status Update on the Community Report "Human Rights Impact of the War on Drugs"**
Presenters: Commissioners Susan Christian and/or Commissioner Richard Pio Roda
Discussion Item
PUBLIC COMMENT
8. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
PUBLIC COMMENT
9. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item
PUBLIC COMMENT
10. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting held on the 2nd Thursday. Please note there are sometimes exceptions when Special Meetings are held in the community.

**If you have any questions, please contact the
Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org**

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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- Entrar o mostrar pancartas a la reunión.

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, June 27, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business June 27, 2013

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. **Adoption of Minutes dated May 9, 2013 continued from June 13, 2013.**
Discussion Item/Action Item
PUBLIC COMMENT
3. **Adoption of Minutes dated June 13, 2013**
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

4. **Update on the work of the Equity Advisory Committee ("EAC") including presentation by the EAC Immigration Subcommittee of a letter in support of DACA (Deferred Action for Childhood Arrivals) Day to the Board of Supervisors and presentation by EAC Safe at Work Subcommittee on sexual harassment and assault at the work place.**
Presenters: Commissioner Faye Woo Lee and staff Zoe Polk
EAC Immigration Subcommittee Member & EAC DACA Subcommittee Chair,
Paul Monge Rodriguez
EAC Safe at Work Subcommittee Chair, Monali Sheth
Discussion Item/Action Item
PUBLIC COMMENT
5. **Presentation and discussion of the HRC FY 2013-2015 Budget approved by Mayor's Budget Office and as presented to the Board of Supervisors on June 17, 2013.**
Presenter: Director Sparks
Discussion Item
PUBLIC COMMENT
6. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
PUBLIC COMMENT
7. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item
PUBLIC COMMENT
8. **Adjournment.**

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If you have any questions, please contact the
Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org

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了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
電話號碼：415-554-7724；傳真號碼：415-554-7854

電子郵件：SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通道

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於 Grove 街和 McAllister 街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站為市政中心站 (Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47 號市政中心循環線、49 號 Van Ness 街-米慎街循環線、F-市場街線及城市輕軌列車線 (市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電 415-923-6142。另外，在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼：415-252-3100，傳真號碼 415-252-3112，網址：sfgov.org/ethics。

會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為：Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁 www.sf-hrc.org 或人權委員會位於 Van Ness

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話：415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, July 11, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Douglas Chan, *Vice Chair*

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Sheryl Evans Davis

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Order of Business July 11, 2013

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated June 27, 2013.

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Discussion of Plans to Commemorate the 50th Anniversary of the March on Washington for Jobs and Freedom.

Presenter: To be determined; HRC staff or Commissioner.

Discussion Item/Action Item

PUBLIC COMMENT

4. Equity Advisory Committee ("EAC") Immigration Subcommittee requests HRC approval to send a letter to the Mayor and the Board of Supervisors requesting designation of a DACA (Deferred Action for Childhood Arrivals) Day.

Presenters: Commissioner Faye Woo Lee and staff Zoe Polk

EAC Immigration Subcommittee Member & EAC DACA Subcommittee Chair,

Paul Monge Rodriguez

Discussion Item/Action Item

PUBLIC COMMENT

5. Director's Report on 2013 HRC PRIDE activities.

Discussion Item

PUBLIC COMMENT

6. Update on HRC Budget FY 2013-2015.

Presenter: HRC Staff

Discussion Item

PUBLIC COMMENT

7. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

8. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item

PUBLIC COMMENT

9. Adjournment.

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NOTE: Meeting in AUGUST 2013 will be a SPECIAL MEETING; DATE TO BE DETERMINED.

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利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

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- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
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City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

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- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special HERO Awards Meeting Agenda

Wednesday, August 28, 2013

5:00 pm

Board of Supervisors Chamber
City Hall, Room 250
1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business SF HRC Special Meeting - August 28, 2013

1. **Call to Order and Roll Call**
PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.
2. **Opening Remarks by Human Rights Commission Chair, Michael Sweet, Including introductions of Commemoration Meeting Co-Chairs: Commissioners Susan Belinda Christian and Sheryl Evans Davis.**
3. **Welcome to Special Meeting in Commemoration of the 50th Anniversary of the March on Washington for Jobs and Freedom and the Human Rights Commission HERO Awards.**
SF HRC Commissioners Susan Belinda Christian and Sheryl Evans Davis
4. **Mayoral Proclamation in Honor of the 50th Anniversary of The March on Washington.**
Presenter:
Mr. Paul Henderson,
San Francisco Mayor's Deputy Chief of Staff, Public Safety
5. **"Carrying on the Legacy of the March on Washington 50-years later."**
Featured Speakers:
 - **Mr. Emilio Cruz,**
Assistant General Manager, Infrastructure,
San Francisco Public Utilities Commission
re: Project Pull and Jobs for Young People
 - **San Francisco Youth Commission**
re: Current projects of the Youth Commission
Presenter: To be announced.
 - **Lawyers' Committee for Civil Rights**
re: The Case for Educational Equity
Presenter: To be announced.
6. **Presentation of the SF Human Rights Commission 2013 "HERO" Awards**
Nominees will be recognized before the presentations.

HRC "HERO" Awards for Individual Leadership in Civil Rights and Economic Justice Advocacy:

Paul Day
Manager of Events and Communications, Office of Diversity and Outreach,
University of California San Francisco

Linda Evans
Organizer for Legal Services for Prisoners with Children (retired)

Don Marco
Executive Director, Mission Hiring Hall/South of Market Employment Center

Kimiah Tucker

HRC “HERO” Award for Organizations Advancing Civil Rights and Economic Justice:

Asian Americans Advancing Justice, Asian Law Caucus,

The mission of Asian Americans Advancing Justice is to promote a fair and equitable society for all by working for civil rights and empowering Asian Americans and Pacific Islanders and other underserved communities.

Homeless Prenatal Program,

By seizing the motivational opportunity created by pregnancy and parenthood, Homeless Prenatal Program joins with families to help them recognize their strengths and trust in their capacity to transform their lives.

Bayview Hunters Point Senior Services Inc.,

San Francisco Hunter's Point Multipurpose Senior Services, Inc. is a grassroots organization; the agency is deeply connected to and committed to the seniors of the Bayview Hunter's Point community. Services are designed to ensure the health of the primarily African American population that has lived in this community for years.

HRC “HERO” Award for Students Advancing Civil Rights and Economic Justice:

Veronica Garcia

San Francisco State University; Public Service Aide, San Francisco Public Utilities Commission; Program Coordinator, Moms Making A Change, Coleman Advocates for Children and Youth

7. **SF Human Rights Commission Resolution in support of the collective work and contributions of 2013 HRC HERO Awardees including reflections on the Commemoration.**
Presenters: Commissioners Susan Belinda Christian and Sheryl Evans Davis
Discussion Item/Action Item
8. **PUBLIC COMMENT on the Commemoration and the Awards.**
9. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting.

The next meeting of the SF HRC will take place September 12, 2013 in City Hall, Room 416.

If you have any questions, please contact the

Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator:

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E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary-at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

電話號碼：415-554-7724；傳真號碼415- 554-7854

电子邮箱：SOTF@sfgov.org

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, September 12, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Susan Christian

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business SF HRC Regular Meeting September 12, 2013

1. **Call to Order and Roll Call**

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. **Adoption of Minutes dated July 11, 2013**

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. **Update on HRC Personnel Changes including introduction of new staff, Sneha Rao.**

Presenter: Director Theresa Sparks

Discussion Item

PUBLIC COMMENT

4. **Update and Status Report on the War on Drugs Report.**

Presenters: Commissioners Susan Belinda Christian and Richard Pio Roda

Discussion Item

PUBLIC COMMENT

5. **Discuss and Approve final HRC Resolution to commemorate the 50th Anniversary of the March on Washington for Jobs and Freedom.**

Presenter: TBD

Discussion Item/Action Item

PUBLIC COMMENT

6. **Discuss possible future HRC Resolution to honor the life and work of Ms. Jazzie Collins to be presented at a later date.**

Presenter: Director Theresa Sparks

Discussion Item/Action Item

PUBLIC COMMENT

7. **Election of Vice Chair of the San Francisco Human Rights Commission.**

Discussion Item/Action Item

PUBLIC COMMENT

8. **Commissioners' Activities in the Community:**

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

9. **Matters of Interest for Possible Inclusion on Future Agendas.**

Discussion Item

PUBLIC COMMENT

10. **Adjournment.**

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If you have any questions, please contact the

Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org

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了解你在陽光政策下的權益

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陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

電話號碼：415-554-7724；傳真號碼：415-554-7854

電子郵箱: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

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市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」 (SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼415- 252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為：Van Ness 街25號800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。（違者可能會被要求離開會議室）；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於VanNess

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un lector. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de

Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness , Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sf.gov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

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City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

NOTICE OF REGULAR MEETING CANCELLATION

for the

HUMAN RIGHTS COMMISSION

September 26, 2013

City Hall, Room 416

5:30 p.m. meeting

CANCELLED

**If you have any questions, please feel free to
contact the Commission Secretary at
415-252-2506**

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, October 10, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

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Susan Belinda Christian, *Vice Chair*

Sheryl Evans Davis

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Nazly Mohajer

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Order of Business SF HRC Regular Meeting October 10, 2013

1. **Call to Order and Roll Call**

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. **Adoption of Minutes dated August 28, 2013 including transcript from SF GovTV.**
Discussion Item/Action Item
PUBLIC COMMENT
3. **Adoption of Minutes dated September 12, 2013**
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

4. **Update on the September 27, 2013 California Association of Human Relations Organizations ("CAHRO") Northern California Conference.**
Presenter: Commissioner Nazly Mohajer
Discussion Item
PUBLIC COMMENT
5. **Friends of the SF HRC 9-27-13 Kick-off event to celebrate the upcoming 2014 50th Anniversary of the SF Human Rights Commission.**
Presenter: Commissioner Mark Kelleher
Discussion Item
PUBLIC COMMENT
6. **Update and status report on the CASE Act.**
Presenter: Commissioner Nazly Mohajer
Discussion Item
PUBLIC COMMENT
7. **Update on the work of the HRC LGBT Advisory Committee.**
Presenter: Commissioner Michael Pappas and HRC Staff, David Miree
Discussion Item
PUBLIC COMMENT
8. **Update on the work of the HRC EAC Advisory Committee.**
Presenter: Commissioner Lee and HRC Staff
Discussion Item
PUBLIC COMMENT
9. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
PUBLIC COMMENT
10. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item
PUBLIC COMMENT
11. **Adjournment.**

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陽光政策 專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
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會議及議程政策

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- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

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POLITICA DE ACCESO A LA REUNION

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ACCESO DE DISCAPACITADOS

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ORDENANZA DE CABILDEO

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, October 24, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Susan Belinda Christian, *Vice Chair*

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business SF HRC Regular Meeting October 24, 2013

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. **Adoption of Minutes dated August 28, 2013 including transcript from SF GovTV.**
Discussion Item/Action Item
PUBLIC COMMENT
3. **Adoption of Minutes dated October 10, 2013**
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

(Time Certain: 5:45 p.m.)

4. **Introduction of the Honorable Mayor of Naples, Luigi de Magistris.**
Mayor de Magistris to address the San Francisco Human Rights Commission.
Discussion Item
PUBLIC COMMENT
5. **Discussion of professional sports team names and mascots.**
Discussion Item
PUBLIC COMMENT
6. **Update of recent RFP and Grant regarding Violence Prevention and Intervention Services for Monolingual Transgender Persons in the Mission District of San Francisco.**
Discussion Item
PUBLIC COMMENT
7. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
PUBLIC COMMENT
6. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item
PUBLIC COMMENT
7. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting.

If you have any questions, please contact the
Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼: 415-554-7724; 傳真號碼 415- 554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，

和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, November 14, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Susan Belinda Christian, *Vice Chair*

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Todd Mavis

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business SF HRC Regular Meeting November 14, 2013

1. **Call to Order and Roll Call**

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. **Adoption of Minutes dated August 28, 2013 including transcript from SF GovTV held over from October 10th and 24th meetings.**
Discussion Item/Action Item
PUBLIC COMMENT
3. **Adoption of Minutes dated October 24, 2013**
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

4. **Overview of the LGBT Aging Policy Task Force and recent survey results.**
Presenter: Chair, Bill Ambrunn
Discussion Item
PUBLIC COMMENT
5. **Discussion of how written minutes are prepared.**
Discussion Item/Action Item
PUBLIC COMMENT
6. **Discuss and possibly approve recent RFP and Grant regarding Violence Prevention and Intervention Services for Monolingual Transgender Persons in the Mission District of San Francisco.**
Discussion Item/Action Item
PUBLIC COMMENT
7. **Personnel Matters: Appointment of sub-committee to review Director's self-evaluation and to prepare evaluation of Director.**
Discussion Item/Action Item
PUBLIC COMMENT
8. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
PUBLIC COMMENT
9. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item
PUBLIC COMMENT
10. **Adjournment.**
NOTE: The next HRC meeting will take place December 12, 2013

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, however, the next and last meeting of the year will take place December 12, 2013. If you have any questions, please contact the Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org

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- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(這者可能會被要求離開會議室)；
- 與會人士攜帶任何標誌牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於 Van Ness

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

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POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un lector. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influyen o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sf.gov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, December 12, 2013

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Susan Belinda Christian, *Vice Chair*

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business SF HRC Regular Meeting December 12, 2013

1. **Call to Order and Roll Call**

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. **Adoption of Minutes dated November 14, 2013**

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. **Human Rights Commission Resolution in honor of the life and passing of Nelson Mandela.**

Presenter: TBD

Discussion Item/Action Item

PUBLIC COMMENT

4. **Presentation of findings with recommendations from Equity Advisory Committee, including presentations from:**

- Safe at Work Subcommittee after public panel discussion held at SF Public Library November 7, 2013
- African American Storytelling Event at San Francisco Public Library Oct 1-31, 2013
- Deferred Action for Early Childhood Arrivals Subcommittee regarding DACA Day held at City College Mission Campus on September 4, 2013
- Members of African American Leadership Council

Discussion Item

PUBLIC COMMENT

5. **Discussion of new member recommendations from Advisory Committees:**

- Equity Advisory Committee (EAC) new members' submissions
Presenter: HRC Staff and/or Commissioners Christian, Lee or Davis
- LGBT Advisory Committee (LGBT AC):
 - Discussion of and request to Chair regarding expanding the number of members from twenty-five to twenty-seven (two additional);
 - LGBT AC new members' submissions.

Presenter: HRC Staff and/or Commissioner Pappas

Discussion Items

PUBLIC COMMENT

6. **Discussion regarding possible update(s) to the HRC Bylaws including:**

- Discussion of whether or not to require Commission approval for all future grant and RFPs (Requests for Proposals);
- Removal of Local Business Enterprise Advisory Committee (LBEAC) after 2012 transition of 14b functions/Contract Monitoring Division to Office of the City Administrator;
- Make corrections to language in Bylaw LGBT Advisory Committee language regarding San Francisco residency requirement for all members per Administrative Code, SEC. 12A.6. ADVISORY COUNCIL; SPECIAL COMMITTEES;

Discussion Item/Action Item

PUBLIC COMMENT

7. **Budget Report pertaining to costs of meeting transcription services.**

Presenter: Theresa Sparks

Discussion Item/Action Item

PUBLIC COMMENT

8. Personnel Matters:

Discuss the Process for the Performance Evaluation of the Director.

The Commission will discuss the process for the performance evaluation of the Director.

Presenter(s): Vice Chair Susan B. Christian and/or Commissioner Richard Pio Roda

Discussion Item/Possible Action Item

PUBLIC COMMENT

The San Francisco Administrative Code and the Brown Act allow for the following discussion to be held in closed session. If the Commission votes to convene in closed session, all members of the public will be excused from the Commission Meeting Room, with the exception of the Deputy City Attorney and Commission Secretary, no other staff members shall be present.

i) PUBLIC COMMENT on all matters pertaining to closed session

ii) VOTE on whether to enter into closed session

9. Vote to go to Closed Session

Action Item

PUBLIC COMMENT

Possible Closed Session

10. Personnel Matters: Discuss the Evaluation of Director.

Pursuant to Admin. Code section 67.10(b); Govt. Code section 54957(b), Govt. Code section 54957.1(a)(5), the Commission may hold a closed session to discuss the evaluation of the Director.

Presenter(s): Vice Chair Susan B. Christian and/or Commissioner Richard Pio Roda

Discussion Item/Possible Action Item

PUBLIC COMMENT

Note: Reconvene in open session and vote whether to disclose any discussions held in Closed Session.

Open Session

11. Vote on whether to disclose discussions if held in Closed Session per Administrative Code §67.12(a).

Discussion Item/Action Item

PUBLIC COMMENT

12. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

13. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item

PUBLIC COMMENT

14. Adjournment.

NOTE: This is the last HRC Meeting in 2013.

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- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
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會議的議程可透過網頁www.sf-hrc.org或人權委員會位於VanNess

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話415-252-2500。

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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

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POLITICA DE ACCESO A LA REUNION

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones del la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

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- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, January 9, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Susan Belinda Christian, *Vice Chair*

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

JAN - 7 2014

Order of Business SF HRC Regular Meeting January 9, 2014

1. **Call to Order and Roll Call**

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. **Adoption of Minutes dated December 12, 2013**
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

3. **Presentation of new cultural sensitivity & training video (34 minutes) pertaining to the 12N Ordinance. Training video is the result of a collaboration between SFHRC, Youth Commission and the Department of Public Health.**
Presenter: HRC Staff
Discussion Item
PUBLIC COMMENT
4. **Discussion regarding update(s) to the HRC Bylaws including:**
 - Draft language regarding Commission approval for all future grant and RFPs (Requests for Proposals);
 - Removal of Local Business Enterprise Advisory Committee (LBEAC);
 - New language regarding San Francisco residency requirements for members of advisory committees.
 - Update language for LGBT Advisory Committee language regarding San Francisco residency requirement for all members per Administrative Code, SEC. 12A.6. ADVISORY COUNCIL; SPECIAL COMMITTEES;Discussion Item/Action Item
PUBLIC COMMENT
5. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
PUBLIC COMMENT
6. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item
PUBLIC COMMENT
7. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting. If you have any questions, please contact the Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org or check our website for meeting dates and notices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
電話號碼：415-554-7724；傳真號碼：415-554-7854
電子郵件：SQTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於 Grove 街和 McAllister 街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站 (Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：

47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車 (市政中心站- Civic Center) 。如欲查詢更多有關公車服務的資訊, 請致電415-923-6142。另外, 在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者, 以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」 (SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊, 並報告其遊說行為。如需更多有關遊說者法令的資訊, 請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會, 電話號碼:415- 252-3100, 傳真號碼 415-252-3112, 網址: sfgov.org/ethics。

會議及議程政策

本會鼓勵市民向本會提供證詞, 有關證詞可以在人權委員會會議內提出, 或透過書面形式遞交到人權委員會及委員會成員, 地址為: Van Ness 街25號 800室, 郵區編號 CA 94102。根據人權委員會的規定, 將不允許:

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**NOTICE OF PROPOSED AMENDMENT TO THE BYLAWS OF
THE SAN FRANCISCO HUMAN RIGHTS COMMISSION
TO BE ACTED UPON AT THE REGULAR MEETING OF
JANUARY 23, 2014 at 5:30 PM
CITY HALL, ROOM 416**

This notice is issued pursuant to Charter Section 4.104 which prohibits Charter Commission from adopting or revising the bylaws without at least ten days' of public notice. The HRC will discuss and vote on amending as follows:

**BYLAWS
OF THE
HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO**

Article I -- Identification and Purpose

Section 1. Name

The name of this commission shall be the Human Rights Commission of the City and County of San Francisco ("Commission.")

Section 2. Office

The principal office ~~for the~~ for the transaction of the activities and affairs of the Commission shall be fixed and located at 25 Van Ness Avenue, San Francisco, CA 94102 6033.

Any change of location of the principal office shall be noted by the secretary on these Bylaws opposite this section without amendment.

Section 3. Purpose

The purpose of the Commission is to give effect to the rights of every inhabitant of the City and County to equal economic, political and educational opportunity, to equal accommodations in all business establishments in the City and County and to equal service and protection by public agencies; to eliminate prejudice and discrimination because of race, color, creed, religion, national origin, ancestry, place of birth, age, sex, sexual orientation, gender identity, domestic partner status, marital status, disability or Acquired Immune Deficiency Syndrome, HIV status, weight, height, or association with members of such classes; to inform the inhabitants of the City and County of developments in human relations; to provide expert advice and assistance to the officers, agencies, boards, departments, and employees of the City and County in undertaking ameliorative practices to keep peace and good order; and to officially encourage private persons and groups to promote and provide equal opportunity for and good will toward all people.

Section 4. Authority

01-13-14 7:33 AM
HUMAN RIGHTS DEPT

JAN 14 2014

TO THE LIBRARY

The Commission shall exercise its authority, functions, powers, and duties in accordance with the Charter for the City and County of San Francisco ("Charter") Section 4.100-4.104 and 4.107 and all rules, regulations, orders, and laws of the City and County of San Francisco, including, without limitation thereto, the applicable provisions of the San Francisco Administrative Code and Police Code and in accordance with these Commission Bylaws.

Article II – Members of the Commission

Section 1. Membership

The Commission is part of the executive branch of the City and County of San Francisco and it shall have eleven (11) members appointed by the Mayor. (S.F. Charter § 4.107.)

Section 2. Term of Appointment

Except as otherwise provided by law, the term of office of Commissioners shall be four (4) years terms. Commissioners may be removed by the Mayor. (S.F. Charter § 4.107.)

Section 3. Limitation on Hold Over Service

Commissioners may not serve on the Commission as hold-overs for more than sixty (60) days after the end of their terms. (S.F. Charter § 4.101.5.)

Section 4. Oath of Public Office

Swearing to the Oath of Public Office constitutes the Commissioner's sworn responsibility to the public trust.

Article III – Officers

Section 1. Officers

The Officers of the Commission shall be a Chairperson of the Commission ("Chair"), a Vice Chairperson ("Vice-Chair"), and such other officers with such titles and duties as shall be stated in these bylaws or determined by the Commission in accordance with applicable law.

Section 2: Officer's Term of Appointment

The term of each office is one (1) year. The elections of the Chair and Vice-Chair shall occur at the completion of the one (1)-year term (or as needed in the event of the officer's resignation or the expiration of the officer's mayoral appointment), at the first regular meeting of the Commission held after the first day of January of each year, or at

a subsequent meeting, the date of which shall be fixed by the Commission at the first regular meeting held after the first day of January of each year.

Section 3. General Duties and Responsibilities of the Chair

The Chair shall preside at all meetings of the Commission. The Chair shall perform all duties incident to the office of Chair such other duties as may be prescribed elsewhere in the Commission Bylaws or as may be assigned by the Commission or which are otherwise necessary or incidental to the office.

Section 4. General Duties and Responsibilities of the Vice-Chair

In the absence or disability of the Chair, the Vice-Chair shall perform temporarily all duties of the Chair, and when so acting shall have all the powers, of, and be subject to all restrictions upon, the Chair. In the event of the Chair's inability to act, the Commission shall elect a new Chair at the next regular or special meeting to serve until the expiration of the term of the succeeded Chair. If the office of Vice-Chair is vacated before the expiration of a term, it shall remain vacant until the next regular meeting, at which time the Commission shall elect a new Vice-Chair to serve until the expiration of the term of the succeeded Vice-Chair.

Article IV – Meetings

Section 1. Regular Meetings

The Commission shall hold its regular meetings in City Hall, 1 Dr. Carlton B. Goodlett Place, Room 416, San Francisco, California, at 5:30 p.m. every second and fourth Thursday of each month, except for the months of July and August there shall be only one meeting on the second Thursday of the month. Additional meetings for the months of July or August, if any, shall be noticed as special meetings.

The Commission shall annually designate a meeting for planning its goals and objectives and reviewing its prior year performance.

Section 2. Special Meetings

The Chair or a majority of the members of the Commission may call special meetings to address specific matters. Special meetings shall be noticed in accordance with Section 67.6(f) of the San Francisco Sunshine Ordinance (S.F. Admin. Code, ch. 67, § 67.6(f).)

Section 3. Noticing Meetings

The agenda of all regular meetings and notices and agendas of all special meetings shall be posted on the Commission website, at the meeting site, the San Francisco Main Library Government Information Center and the Commission Office at least seventy-two (72) hours in advance of each meeting. Agendas and notices shall be provided to each Commissioner and any person who files a written request for such notice.

Section 4. Cancellation of Meetings

The Chair may cancel a regular or special meeting if she or he is aware that a quorum of the body will not be present or if the meeting date conflicts with other responsibilities of the Commissioners. The Chair may cancel a meeting if after roll call a quorum fails to attend or during a scheduled meeting the Commission loses a quorum. Notices of continued, rescheduled, or cancelled meetings shall be posted as provided in Section 3 of Article IV. If time permits, notices of continued, rescheduled, or cancelled meetings shall be mailed to any person who files a written request to receive notices and agendas as provided in Section 3 of this Article.

Section 5. Quorum

The presence of a majority of Commissioners (six members) is required to conduct a meeting and shall constitute a quorum for all purposes. When a quorum fails to attend a scheduled meeting or the Commission loses a quorum because of the departure of some members, the only official actions the Commission may take are: (1) fix the time to which to adjourn; (2) adjourn the meeting; (3) recess the meeting; or (4) take measures to secure quorum. Any other action taken by the Commission while it does not have a quorum is void.

Section 6. Conduct of Meetings

- A. Public Participation. All Commission meetings and all committee meetings shall be open and public, and all persons shall be permitted to attend any meeting of the Commission. The Commission may meet in closed session at regular or special meetings as permitted by law. All meetings shall be conducted in compliance with all applicable laws, including, but not limited to Charter Section 4.104(2), the Ralph M. Brown Act (Government Code Section 54950 et. Seq.), the San Francisco Sunshine Ordinance (San Francisco Administrative Code, Chapter 67) and these Commission Bylaws.
- B. Public Comment. Members of the public are entitled to comment on any matter on the calendar prior to action being taken by the Commission on that item or prior to calling the next item on the agenda. In addition, the agenda shall provide an opportunity for members of the public to address the Commission on items within the subject matter jurisdiction of the Commission and have not been the subject of public comment on other items on the agenda.

Upon the specific findings of the Commission and support thereof, the Chair may set a reasonable time limit for each speaker, based on such factors as the complexity and nature of the agenda item, the number of anticipated speakers for that item, and the number and anticipated duration of other agenda items.

Individual Commissioners and Commission staff should refrain from entering into any debates or discussion with speakers during public comment.

- C. Registration to Comment. The Chair may request speakers who wish to address the Commission to submit a speaker card before or during the Commission agenda item upon which they wish to comment. The Chair shall use speaker

cards only as an aid to meeting management. The public has a right to address the Commission anonymously

- D. Translation of Comments or Testimony. Where a speaker with limited English proficiency requires translation to comment or testify, the time used for repeating comments or testimony in English shall not count against the applicable time limit for public comment.
- E. Parliamentary Procedures. All meetings shall be conducted according to the most recent edition of *Roberts Rules of Order (Revised)* unless provided otherwise herein.

Section 7. Agenda

Chair and Commission staff shall prepare the agenda. The agenda shall consist of items requested by the Chair, the Director, or Commissioners. The Commission Secretary shall maintain an e-mail list of community members and organizations that request electronic copies of the Commission agenda.

Section 8. Voting and Abstention

The affirmative vote of a majority of Commissioners (six votes) shall be required for the approval of all matters. The Commission shall take action on items on the agenda by roll call vote, voice vote, or by a show of hands. Each Commissioner present at a Commission meeting shall vote "yes" or "no" when each question is put forth unless; (1) excused from voting by motion and adopted by majority of members; or (2) the member has a conflict of interest that legally precludes participation in the discussion and vote. In consultation with the City Attorney's Office, the individual Commissioner shall determine whether he or she has a conflict of interest, which precludes participation in a vote.

A roll call shall not be interrupted, but a Commissioner may, prior to calling the roll, explain his or her vote, or file in writing an explanation thereof after the result of the roll call has been announced and recorded. The minutes shall reflect how each Commissioner voted on each item.

Section 9. Commissioner's Code of Ethics

Commissioners agree to maintain the highest standards of professional and personal conduct. Each Commissioner shall adhere to the highest standards of ethical conduct and support the Commission's mission, goals and objectives and instill in the public a sense of confidence in the Commission's operations. The standard of conduct for the Commission includes, but is not limited to:

- 1. Being accountable for its rules of procedures and decisions, and promoting accountability of all members of the Commission and Commission staff;
- 2. Treating all Commission staff, members of the public and colleagues with courtesy, respect, objectivity, and fairness;

3. Conducting all Commission business in a timely manner and in public meetings with full disclosure of policies and procedures; and engaging in the decision-making process, except for those matters authorized under the Brown Act and the San Francisco Sunshine Ordinance to be considered in closed session; and
4. Reviewing its actions, recommendations, and procedures periodically to determine whether the Commission has adhered to its Code of Ethics and mission in all respects.

Article V – Commission Records

Section 1. Minutes

Minutes shall be taken at every regular and special Commission and committee meeting and shall comply with the provisions of the San Francisco Sunshine Ordinance. (S.F. Admin. Code, ch. 67, § 67.16.)

Section 2. Public Review File

The Commission shall maintain a public review file in compliance with the San Francisco Sunshine Ordinance. (See S.F. Admin. Code, ch. 67, § 67.23.)

Section 3. Records Retention Policy

The Commission shall create and maintain a record retention and destruction policy. (S.F. Admin. Code, ch. 8, § 8.3.)

Section 4. Tape Recordings

The Commission shall audio record all regular and special meetings, and all closed sessions. The audio recordings shall be maintained and released to the public in accordance with the San Francisco Sunshine Ordinance. (See, S.F. Admin. Code, ch. 67, § Section 67.14(b) and 67.8-1.)

Section 5. Commission Mail

The Commission Secretary shall promptly notify Commissioners of all correspondences.

Article VI – Advisory Committees

Section 1. Creation of Commission Advisory Committees

The Chair of the Commission may establish Advisory Committees as deemed necessary to meet the goals or mission of the Commission. Advisory Committees are an integral and vitally important component of the Commission, providing for community involvement and opportunity for in-depth study and exploration of issues.

Section 2: Function and Operation of the Advisory Committees

The role of the Advisory Committees is to provide advice and assistance to the Commission by developing and examining ideas and issues within the jurisdiction of the Commission. The Advisory Committees may also hold public hearings and make recommendations of positions for the Commission to take on legislation.

Section 3: Advisory Committee Guidelines

The Commission shall adopt and revise from time to time guidelines governing the function and operation of each Advisory Committee, the responsibilities of Community Members, Commissioners, and Department Staff.

Section 4: Recruitment, Appointments, Terms and Removal

The Commission Chair assigns Commissioners to each Advisory Committee and appoints members from the Community in accordance with the Advisory Committee Guidelines, to participate in these Advisory Committees.

Every first meeting in September, each Advisory Committee shall present to the Commission a recruiting and interview timeline for new members. Each Advisory Committee shall have, in addition to Commissioners serving on the Advisory Committee, a membership target of 15 – 25 Community Members. No Advisory Committees' membership shall exceed 25 Community Members without approval of the Commission Chair.

Commission Staff shall present the Commission Chair with a list of proposed new Advisory Committee appointments no later than the date of the last Commission meeting of the calendar year.

Community Members serving on Advisory Committees will be appointed for 2 year terms beginning January 1 and ending December 31 of the following year. Although Community Members may reapply for membership to their respective Advisory Committee for up to a total of 3 consecutive terms, no Community Member may serve more than 3 consecutive terms on a specific Advisory Committee. However, this shall not be a prohibition against any formerly "termed out" Community Member applying to serve a new term after taking a 1-year hiatus from serving on an Advisory Committee. Additionally, there shall be no prohibition on Community Members of one Advisory Committee moving to another Advisory Committee without a 1-year hiatus. Commissioners serving on Advisory Committees will be appointed by the Commission Chair at the beginning of the calendar year or at any other time that such appointment is necessary. Each Commissioner serving on an Advisory Committee will either be designated "Chair" or "Co-Chair" of the Advisory Committee. Commissioners are expected to maintain regular attendance at Advisory Committee meetings and activities. Commissioners serving on Advisory Committees are also expected to consult regularly with Commission Staff to develop and implement a work-plan over the course of the calendar year. Community Members are to attend regularly and to participate actively in Advisory Committee meetings and activities. If a Community Member accumulates 3 absences (whether or not they are excused) in a calendar year, that Community Member shall be removed from the Advisory Committee, unless the Commission Chair makes an exception.

On January 1st of each year, the Commission Chair, in agreement with the Commissioners and in consultation with Commission staff assigned to each Advisory Committee, may elect to reconstitute the membership of each Advisory Committee.

Community Members may be removed at the discretion of the Chair, in consultation with Commission Staff and Commissioners assigned to each Advisory Committee, at any time. A decision by the Chair to remove can be overruled by a vote of the majority of the Commission, if taken within 30 days of the removal.

Section 5: Committee Actions

All Advisory Committee actions shall represent recommendations to the Commission and shall be subject to approval of the Commission as a whole.

Recommendations may be based on a consensus where such exists or on the presentation of the majority and minority points of view.

All Advisory Committee recommendations or reports shall be brought to the Commission for approval through the Advisory Committee chair or the person he or she designates.

All Advisory Committee recommendation for public hearings must be brought to the Commission for review and approval. If approved, the Chair shall appoint a special taskforce to plan the public hearing and prepare an agenda for the Commission to approve in advance of the public hearing. The Commission may modify, augment or reject the recommended agenda.

Each Advisory Committee shall meet at regularly scheduled times and places, and at such additional meetings as deemed necessary by the Advisory Committee's Chair or a majority for the Advisory Committee. All meetings shall be conducted in compliance with all applicable laws, including, but not limited to, Charter Section 4.104(2), the Ralph M. Brown Act (Government Code Section 54950 et. seq.), the San Francisco Sunshine Ordinance (San Francisco Administrative Code, Chapter 67) and these Commission By-Laws.

Advisory Committees may not form subcommittees or other bodies without the approval of the Commission Chair.

Section. 6 Advisory Committees

A. Local Business Enterprise Advisory Committee

The Local Business Enterprise (LBE) Advisory Committee, formerly known as the Disadvantaged Business Enterprise (DBE) Advisory Committee, was created pursuant to the Commission's authority to create committees in Chapter 12A of the San Francisco Administrative Code. Under Rule II of HRC 14B Rules and Regulations dated September 4, 2006, the Committee advises and makes recommendations to the Commission in the development, implementation and monitoring of the policies and practices of the Local Business Ordinance and Program. Its members are drawn from a diverse mix of local business, labor, minority and women interest groups, trades and professions. Additionally, the Local Business Enterprise Advisory Committee shall have a goal of including no fewer than two Small Business Administration Local Business Enterprise members (as defined in San Francisco Administrative Code Section 14B) at any time.

The LBE Committee meets every third Wednesday of the month from 5:30 pm to 7:30 pm at HRC offices, 25 Van Ness Avenue, Suite 800 in San Francisco.

A.B. Lesbian Gay Bisexual Transgender Advisory Committee

The Lesbian Gay Bisexual Transgender Advisory Committee (LGBTAC) was established in May of 1975 by amendment to Chapter 12A of the San Francisco Administrative Code, requiring that at least three members reside in San Francisco. After the 1978 assassination of Supervisor Harvey Milk, the first gay elected official in the United States, the SFHRC through the LGBTAC became the primary City department on all issues impacting the LGBT community in San Francisco. Because of this legacy, it is important that the LGBTAC embody the values of the LGBT community living and/or working in San Francisco. Preference for membership on the committee shall be given to qualified residents of the City and County of San Francisco. However, at the recommendation of the Commissioner(s) serving on the committee, the Commission Chair, may choose to make an exception when there are qualified non-residents of San Francisco interested in serving on the committee.

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The committee strives to represent the diversity of the Lesbian, Gay, Bisexual, and Transgender communities. The Committee provides assistance and advice to the Commission regarding discrimination against the lesbian, gay, bisexual, and transgender communities; advocates for the civil rights of persons with AIDS/HIV; and educates the lesbian, gay, bisexual, and transgender communities about issues of diversity within those communities.

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The LGBTAC meets on the third Tuesday of the month from 5:30 pm to 7:30 pm at HRC offices, 25 Van Ness Avenue, Suite 800, in San Francisco.

B.C. Equity Advisory Committee

The HRC merged the Employment Advisory Committee and Issues Advisory Committee to form one committee, the Equity Advisory Committee. The Equity Advisory Committee will address all issues within the HRC's jurisdiction that do not fall under the purview of either the LGE or LGBT Advisory Committee. Specifically, the Equity Advisory Committee will be charged with monitoring and advising the Commission with respect to issues concerning employment, education, housing and any other areas affecting the human rights of San Francisco's residents. Because many of these issues are unique to the City and County of San Francisco, and may differ substantially from those in the North Bay, East Bay or along the Peninsula, it is imperative that this advisory committee be comprised of individuals acutely aware of local issues and who can offer perspectives predicated on their time living or working in San Francisco. Preference for membership on the committee shall be given to qualified residents of the City and County of San Francisco. However, at the recommendation of the Commissioner(s) serving on the committee, the Commission Chair, may choose to make an exception when there are qualified non-residents of San Francisco interested in serving on the committee.

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The Equity Advisory Committee will meet the second Wednesday of each month from 5:30 p.m. to 7:30 p.m. at HRC offices, 25 Van Ness Avenue, Suite 800, in San Francisco.

D. Other Committees

The Commission or the Chair, at his or her discretion, may establish other committees or task forces on an ad-hoc basis to perform tasks or functions as

necessary. The Chair shall appoint members to such committees who shall serve at the pleasure of the Commission, unless a term of office is specified.

Article VII – Attendance

Section 1: Attendance Requirements

Except in the event of a notified absence (defined below), each Commissioner is expected to attend each regular or special meeting of the Commission. Commission Secretary shall maintain a record of members' attendance.

Section 2: Notified Absences

A Commissioner's absence shall constitute a "notified absence" where the Commissioner, in advance of the meeting, informs the Commission Secretary that the Commissioner will be absent. An absence due to unforeseen circumstances such as illness or emergency shall also qualify as a notified absence where the Commissioner reports such absence to the Commission Secretary as soon as reasonably possible. The Commission Secretary shall record as non-notified all absences involving neither advance notice nor unforeseen circumstances.

Section 3: Report to the Appointing Authority

The Commission Secretary shall report all instances of non-notified absences as well as any instance of three consecutive absences of a member from regular meetings in a fiscal year to the member's appointing authority.

Section 4: Annual Attendance Report

At the end of each fiscal year, the Commission Secretary shall submit a written report to the appointing authorities of the Commission's membership detailing each Commissioner's attendance at all meetings of the Commission for that fiscal year.

Article VIII – Director of the Commission

The Director shall serve as the administrative head of Commission affairs and shall have all of the powers and duties of a department head under the provision of the Charter. (S.F. Admin. Code, ch. 2A, § 2A.30; See S.F. Charter § 4.102.) The Mayor shall appoint the Director from candidates nominated by the Commission. Commission shall nominate at least three (3) qualified applicants, and, if rejected, make additional nomination in the same manner, to the Mayor for his or her approval. (S.F. Charter § 4.102.) The Commission has the power to remove the Director by Commission action and the duty to act, by removing or retaining the Director, within thirty (30) days after receiving a recommendation by the Mayor that the Director be removed. (*Id.*)

2220632.1

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, January 23, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Susan Belinda Christian, *Vice Chair*

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

Order of Business SF HRC Regular Meeting January 23, 2014

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated January 9, 2014

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Presentation of 2014-2015 HRC Budget.

Discussion Item

Presenter: Director, Theresa Sparks and Mayor's Office Budget Analyst, Carol Lu

PUBLIC COMMENT

4. Director's Report including:

- Introduction of new HRC Discrimination staff members:
Bianca Polovina and Mathew Oglander
- Discussion of HRC hosting the statewide convening of the California Association of Human Relations Organizations ("CAHRO") on April 24 and 25, 2014.

Discussion Item

PUBLIC COMMENT

5. Discussion of consulting framework for Community Needs Assessment on Violence Prevention for At-Risk LGBT Persons in San Francisco.

Presenter: HRC Staff, Sneh Rao

Discussion Item

PUBLIC COMMENT

6.. Discussion regarding update(s) to the HRC Bylaws including:

- Draft language regarding Commission approval for all future Grant RFPs (Requests for Proposals) and Award of Contracts.
- Removal of Local Business Enterprise Advisory Committee (LBEAC);
- New language regarding San Francisco residency requirements for members of all advisory committees.

Discussion Item/Action Item

PUBLIC COMMENT

7. Nominations for Chair of the Human Rights Commission

Discussion Item/Action Item

PUBLIC COMMENT

8. Nominations for Vice-Chair of the Human Rights Commission

Discussion Item/Action Item

PUBLIC COMMENT

9. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

10. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item
PUBLIC COMMENT
11. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting. If you have any questions, please contact the Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org or check our website for meeting dates and notices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

415-554-7724 (Office); 415-554-7854 (Fax) / E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closet BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼: 415-554-7724; 傳真號碼 415-554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於 Grove 街和 McAllister 街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站是市政中心站 (Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號 Van Ness 街-米慎街循環線、F-市場街線及城市輕軌列車線 (市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼: 415-252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

會議及議程政策 本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁 www.sf-hrc.org 或人權委員會位於 Van Ness 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話: 415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud.

Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitudes de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

COMMISSIONERS

Michael Sweet
Chair

Susan Belinda Christian
Vice Chair

Sheryl Evans Davis
Mark Kelleher
Faye Woo Lee
Nazly Mohajer
Michael Pappas
Richard Pio Roda

**Notice of Public Hearing on Possible Amendments to the
Bylaws of the San Francisco Human Rights Commission**

When: **Thursday, Feb. 13, 2014, 5:30 p.m.**

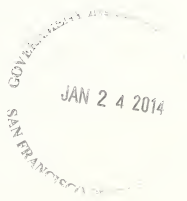
Location: City Hall, Room 416, 1 Dr. Carlton B. Goodlett Jr. Place, San Francisco, CA 94102

At its regularly-scheduled meeting on February 13, 2014, the Human Rights Commission will consider possible amendments to its bylaws.

The proposed amendments cover four topics:

- Residency requirements for members of Commission advisory committees;
- Removal of the Local Business Enterprise Advisory Committee;
- Prior Commission review and approval of HRC grants, contracts, and competitive solicitations; and,
- Correction of typographical errors.

For more information or copies of explanatory documents when they become available, check the HRC's website (www.sf-hrc.org) or contact the Commission Secretary, Sheryl Cowan, at sheryl.cowan@sfgov.org or at (415) 252-2506.



HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

FEB 10 2014

Regular Meeting Agenda

Thursday, February 13, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Susan Belinda Christian, *Vice Chair*

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

Order of Business SF HRC Regular Meeting February 13, 2014

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated January 9, 2014 held over from 1-23-14 after review of audio recording.

Discussion Item/Action Item

PUBLIC COMMENT

3. Adoption of Minutes dated January 23, 2014.

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

4. Discussion regarding update(s) to the HRC Bylaws including:

- New language regarding Commission approval for all future Grant RFPs (Requests for Proposals) and Award of Contracts.
- Removal of Local Business Enterprise Advisory Committee (LBEAC);
- New language regarding San Francisco residency requirements for members of all advisory committees.
- Correction of typographical errors.

Discussion Item/Action Item

PUBLIC COMMENT

5. Presentation of HRC FY 2015-2016 Budget Proposal for submission to the Mayor's Office by February 21, 2014.

Presenter: HRC Director Theresa Sparks

Discussion Item/Action Item

PUBLIC COMMENT

6. Report on status of funds received from MTA from Muni bus advertisements and discussion of proposed project.

Presenter: HRC Staff

Discussion Item/Action Item

PUBLIC COMMENT

7. Discussion of process for a Community Needs Assessment on Violence Prevention for At-Risk LGBT Persons in San Francisco and the difference between a grant and a professional services contract.

Presenter: HRC Staff, Sneh Rao

Discussion Item/Action Item

PUBLIC COMMENT

8. Director's Report including:

- **Report on the water crisis** after the San Francisco Public Utilities Commission officially asked customers to decrease water consumption by at least ten percent and the need for City departments to decrease water usage.
- **Report on Fair Chance Ordinance** amending the Police Code to require Employers and Housing Providers to limit the use of criminal history information

and follow certain procedures and restrictions when inquiring about and using conviction history information to make decisions about employment and tenancy in San Francisco; and amending the Administrative Code to require City contractors and subcontractors to adhere to the same limits, procedures and restrictions when making decisions regarding employment of persons for work on City contracts and subcontracts.

Discussion Item

PUBLIC COMMENT

9. **Officer Elections:**

Close Nominations and hold election for Chair of the Human Rights Commission

Discussion Item/Action Item

Close Nominations and hold election for Vice Chair of the Human Rights Commission

Discussion Item/Action Item

PUBLIC COMMENT

10. **Public Employee Performance Evaluation: Theresa Sparks, Executive Director, Human Rights Commission**

a. Public comment on all matters pertaining to agenda item 8, including subparts b, c, and d.

b. Vote on decision whether to go into closed session. (ACTION)

c. Closed session. (DISCUSSION AND POSSIBLE ACTION)

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: THERESA SPARKS, EXECUTIVE DIRECTOR, HUMAN RIGHTS COMMISSION

(Cal. Govt. Code sec. 54957(b)(1); S.F. Admin. Code sec. 67.10(b).)

The closed session will be limited to the following subjects:

- (1) Report on follow-up communications with the Executive Director regarding that performance evaluation; and,
- (2) the setting of performance goals for the Director.

d. Open session: Vote on whether or not to disclose any or all of closed session discussion. (S.F. Admin. Code sec. 67.12(a).) (ACTION)

11. **Commissioners' Activities in the Community:**

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

12. **Matters of Interest for Possible Inclusion on Future Agendas.**

Discussion Item

PUBLIC COMMENT

13. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting. If you have any questions, please contact the Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org or check our website for meeting dates and notices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Office); 415-554-7854 (Fax) / E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼: 415-554-7724; 傳真號碼: 415-554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車(市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設會有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼415-252-3100，傳真號碼415-252-3112，網址：sfgov.org/ethics。

會議及議程政策 本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為：Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於Van Ness 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話：415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

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- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, February 13, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

REVISION #2 2-10-14

ROSTER OF COMMISSIONERS

Michael Sweet, *Chair*

Susan Belinda Christian, *Vice Chair*

Sheryl Evans Davis

Mark Kelleher

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

Order of Business SF HRC Regular Meeting February 13, 2014 - REVISED

1. **Call to Order and Roll Call**

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Discussion Item/Action Item
PUBLIC COMMENT
3. **Adoption of Minutes dated January 23, 2014.**
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

4. **Discussion regarding update(s) to the HRC Bylaws including:**
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 - Removal of Local Business Enterprise Advisory Committee (LBEAC);
 - New language regarding San Francisco residency requirements for members of all advisory committees.
 - Correction of typographical errors.Discussion Item/Action Item
PUBLIC COMMENT
5. **Presentation of HRC FY 2015-2016 Budget Proposal for submission to the Mayor's Office by February 21, 2014.**
Presenter: HRC Director Theresa Sparks
Discussion Item/Action Item
PUBLIC COMMENT
6. **Report on status of funds received from MTA from Muni bus advertisements and discussion of proposed project.**
Presenter: HRC Staff
Discussion Item/Action Item
PUBLIC COMMENT
7. **Discussion of process for a Community Needs Assessment on Violence Prevention for At-Risk LGBT Persons in San Francisco and the difference between a grant and a professional services contract.**
Presenter: HRC Staff, Sneh Rao
Discussion Item/Action Item
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8. **Director's Report including:**
 - **Report on the water crisis** after the San Francisco Public Utilities Commission officially asked customers to decrease water consumption by at least ten percent and the need for City departments to decrease water usage.
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and follow certain procedures and restrictions when inquiring about and using conviction history information to make decisions about employment and tenancy in San Francisco; and amending the Administrative Code to require City contractors and subcontractors to adhere to the same limits, procedures and restrictions when making decisions regarding employment of persons for work on City contracts and subcontracts.

- **Planning for the upcoming April, 2014 visit to San Francisco of the Mayor of Amsterdam.**

Discussion Item
PUBLIC COMMENT

9. **State of the San Francisco Human Rights Commission**

Presenter: Chair Michael Sweet
Discussion Item
PUBLIC COMMENT

10. **Officer Elections:**

Close Nominations and hold election for Chair of the Human Rights Commission

Discussion Item/Action Item

Close Nominations and hold election for Vice Chair of the Human Rights Commission

Discussion Item/Action Item

PUBLIC COMMENT

11. **Public Employee Performance Evaluation: Theresa Sparks, Executive Director, Human Rights Commission**

a. **Public comment on all matters pertaining to agenda item 8, including subparts b, c, and d.**

b. **Vote on decision whether to go into closed session. (ACTION)**

c. **Closed session. (DISCUSSION AND POSSIBLE ACTION)**

PUBLIC EMPLOYEE PERFORMANCE EVALUATION: THERESA SPARKS, EXECUTIVE DIRECTOR, HUMAN RIGHTS COMMISSION

(Cal. Govt. Code sec. 54957(b)(1); S.F. Admin. Code sec. 67.10(b).)

The closed session will be limited to the following subjects:

(1) Report on follow-up communications with the Executive Director regarding that performance evaluation; and,

(2) the setting of performance goals for the Director.

d. **Open session: Vote on whether or not to disclose any or all of closed session discussion. (S.F. Admin. Code sec. 67.12(a).) (ACTION)**

12. **Commissioners' Activities in the Community:**

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item
PUBLIC COMMENT

13. **Matters of Interest for Possible Inclusion on Future Agendas.**

Discussion Item

PUBLIC COMMENT

14. Adjournment.

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City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Office); 415-554-7854 (Fax) / E-mail: SOTF@sfgov.org

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了解你在陽光政策下的權益

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道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官
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San Francisco, CA 94102-4683
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電子郵件: SOTF@sfgov.org

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會議及議程政策 本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議上提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un lector. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión;
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

COMMISSIONERS

Susan Belinda Christian
Chair

Mark Kelleher
Vice Chair

Sheryl Evans Davis
Faye Woo Lee
Nazly Mohajer
Michael Pappas
Richard Pio Roda
Michael Sweet

NOTICE OF SPECIAL MEETING

FEBRUARY 20, 2014

6:00 p.m.

San Francisco City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

A Special Meeting of the San Francisco Human Rights Commission will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco on February 20, 2014 starting at 6:00 p.m. to discuss and vote on the FY 2014-2015 Budget submission to the Mayor's Office.

Please contact the Commission Secretary at 415-252-2506 or at Sheryl.cowan@sfgov with any questions.

DOCUMENTS DEPT

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday, February 20, 2014

6:00 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

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Order of Business SF HRC SPECIAL Meeting February 20, 2014

1. **Call to Order and Roll Call**
2. **PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA**
Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.
3. **Discussion and vote on HRC FY 2015-2016 Budget Proposal for submission to the Mayor's Office by February 21, 2014.**
Discussion Item/Action Item
PUBLIC COMMENT
4. **Adjournment.**

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委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

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- Entrar o mostrar pancartas a la reunión.

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, February 27, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

GOVERNMENT
DOCUMENTS DEPT

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Order of Business SF HRC Regular Meeting February 27, 2014

1. **Call to Order and Roll Call**

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Discussion Item/Action Item
PUBLIC COMMENT
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Regular Business

4. **Update on HRC FY 2015-2016 Budget Proposal with letter from the Commission as submitted to the Mayor's Office on February 21, 2014. (Letter attached)**
Discussion Item/Action Item
PUBLIC COMMENT
5. **Director's Report including:**
 - **Report on Fair Chance Ordinance** amending the Police Code to require Employers and Housing Providers to limit the use of criminal history information and follow certain procedures and restrictions when inquiring about and using conviction history information to make decisions about employment and tenancy in San Francisco; and amending the Administrative Code to require City contractors and subcontractors to adhere to the same limits, procedures and restrictions when making decisions regarding employment of persons for work on City contracts and subcontracts.
 - **Update on planning for the upcoming April 6-9, 2014, visit to San Francisco by the Mayor of Amsterdam.**
 - **Update on a pending agreement between San Francisco and Naples for the promotion of equal opportunities between the Department of Equal Opportunities of the City of Naples and the San Francisco Human Rights Commission.**
 - **Presentation of HRC 2013 Annual Report including highlights and accomplishments of the Human Rights Commission in 2013.**Discussion Item
PUBLIC COMMENT
6. **State of the San Francisco Human Rights Commission:**
Observations of Former HRC Chair Michael Sweet on the current state of the Human Rights Commission.
Presenter: Commissioner Michael Sweet
Discussion Item
PUBLIC COMMENT

7. **Commissioners' Activities in the Community:**

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

8. **Matters of Interest for Possible Inclusion on Future Agendas.**

Discussion Item

PUBLIC COMMENT

9. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting. If you have any questions, please contact the Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org or check our website for meeting dates and notices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Office); 415-554-7854 (Fax) / E-mail: SOTF@sfgov.org

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ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and

- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策 專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
電話號碼：415-554-7724；傳真號碼 415-554-7854
電子郵件：SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館，以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於 Grove 街和 McAllister 街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站是市政中心站 (Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47 號市政中心循環線、49 號 Van Ness 街-米慎街循環線、F-市場街線及城市輕軌列車線 (市政中心站-Civic Center)。如欲查詢更多有關公車服務的資訊，請致電 415-923-6142。另外，在會議地點附近街道設會有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街 25 號 220 室的三藩市道德委員會，電話號碼 415-252-3100，傳真號碼 415-252-3112，網址：sfgov.org/ethics。

會議及議程政策 本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權

委員會及委員會成員，地址為：Van Ness 街 25 號 800 室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁 www.sf-hrc.org 或人權委員會位於 Van Ness 街 25 號 800 室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話：415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

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City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

COMMISSIONERS

February 21, 2014

Susan Belinda Christian
Chair

Mark Kelleher
Vice Chair

Sheryl Evans Davis
Faye Woo Lee
Nazly Mohajer
Michael Pappas
Richard Pio Roda
Michael Sweet

Dear Mayor Lee,

Please consider this letter as an amendment to the Human Rights Commission's FY 2014-2016 Budget Submission. As Commissioners, we understand that it is our duty pursuant to Charter section 4.102 to annually approve a budget for our agency. We further understand that, this year, we must forward an approved budget to the Controller's Office by Friday, February 21, 2014.

In 2012, your Office transitioned significant revenue-generating functions out of HRC's purview. The Commission identified that transfer as an opportunity to expand the work of HRC to more fully encompass its mission of halting discrimination and redressing its effects.

The Commission had hoped to internally develop a new vision for its work and a strategic plan to implement that vision. To date, we continue to develop these new goals. As a result, the budget that we have today submitted for your approval does not yet fully represent the policy goals being developed and which the Commission would like to implement.

The Commission's dissatisfaction with the proposed budget as it is led us to call a special meeting of the Commission to finalize and approve a budget.

In the last year, HRC has been fortunate to have achieved several significant successes in identifying and addressing discrimination against our LGBT community. We are extremely proud of these successes and believe that they have, and will continue, to enhance the well-being of our community as a whole. However, HRC has to date not achieved the desired impact on the pervasive legacy of structural discrimination against and challenges faced by other disadvantaged communities, particularly the black community in San Francisco.

We laud the vision and programs you outlined during your *State of the City* address. Moreover, we support the commitment you set forth to African American In-Migration during your introduction to the City's celebration of Black History Month. The Commission pledges to vigorously support your administration's work. Accordingly, we respectfully request that this letter amendment be considered as part of the Commission budget.

We understand that all agencies have been asked to reduce their budgets by one percent.

However, as a Commission, we respectfully request that you increase the budget of the HRC rather than decrease it by one percent in order to allow the Commission to work with your administration to address the following policy objectives which we believe are consistent with our Charter mandate.

Accordingly, we ask that funding for the following staff position and initiatives be included in this year's budget for the HRC:

FUNDING FOR FIXED STAFF POSITION FOR BUDGET, FINANCE AND REVENUE

(Position: 01111428, Coordinator, 2991 now vacant)

- Dedicated position, or portion of position, for a person experienced with the formal and informal City processes regarding budget and finance issues. This staff member would also be tasked with identifying additional revenue sources, including training, grants and additional external revenue sources.

CREATION OF AN HRC TRAINING UNIT FOCUSING ON CREATING AWARENESS OF IMPLICIT BIAS / PROVIDING PUBLIC PROGRAMS AND TRAININGS TO THE PUBLIC AND CITY AGENCIES:

Hold Hearings on Pervasiveness of Implicit Bias: Hearings presenting testimony and findings on effects of implicit bias on physical, mental and behavioral health:

- Partner with public health identifying implicit bias as social violence;
- Educate public about effects of bias and discrimination on health of those subject to it;
- Educate public about pervasive existence of implicit bias;
- Educate individuals about how identify and defuse implicit bias.

HOLD HEARINGS ON ESTABLISHING ACCESS TO A MEANINGFUL EDUCATION AS A CIVIL RIGHT (partnering with the Board of Education):

- Establish a meaningful education as a civil right;
- Identify and create effective paths to meaningful education;
- Equal education: identify disparities in school funding;
- Hold hearings / testimony on repeal of Proposition 209 and modification of Proposition 13.

CIVIL RIGHTS AT 50: Shaping the Modern Civil Rights Movements:

- Identify the goals and tools of the modern civil rights movement;
- Partner with established civil rights organizations;
- Fund a series of panels / hearings on structural discrimination 50-years after the Civil Rights and Voting Rights Acts: identifying contemporary barriers and implementing solutions.

ASSESSING COMMUNITY NEEDS / EXISTING RESOURCES FOR:

- Violence prevention in black youth community (work with, highlight and support the Mayor's Office on Violence Prevention);
- Reentry / violence prevention: provide funding for expansion of book clubs for reentry for young women and men as well as adults;
- Screening of the film, "Healing the Hurt" and panel presentations by young people working in violence remediation and prevention similar to what is currently being done in the East Bay;
- Duplication of those therapeutic peer-led sessions;

- Addressing trauma in black community, communities of color and other disadvantaged communities;
- Effects of trauma on ability to learn;
- Addressing the effects of trauma and structural discrimination and barriers;
- Access to behavioral health resources;
- Hold hearings on existing resources and needs;
- Advocate for and support legislation increasing access to behavioral health resources;
- Hold workshops and panels with community partners and DPH, create trainings on post traumatic slave syndrome studies of Dr. Joy Degruy and programs to address trauma in the black community.

FUNDING FOR COMMUNITY ENGAGEMENT AND PROGRAMS: General and Ongoing:

- Mentoring projects (enhance and continue existing spring and summer workshops / luncheons on career and job readiness);
- Education;
- Healthy communities;
- Violence as disease;
- Amelioration of effects of disparate treatment and violence;
- Screenings of "Healing the Hurt" and panel presentations by young people working in violence remediation and prevention.

As we reach the 50-year milestone of the Commission's creation, we believe that these initiatives will enable the Commission to more effectively realize its mission to halt discrimination and provide redress for its detrimental effects upon San Franciscans.

Thank you for your consideration of the requests in this letter amendment to the February 21, 2014 Human Rights Commission FY 2014-2016 Budget Submission.

Respectfully submitted on behalf of the Human Rights Commission,



Susan Belinda Christian
Chair

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, February 27, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

REVISED

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

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Sheryl Evans Davis

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Order of Business SF HRC Regular Meeting February 27, 2014

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PUBLIC COMMENT
5. **Director's Report including:**
 - **Report on Fair Chance Ordinance** amending the Police Code to require Employers and Housing Providers to limit the use of criminal history information and follow certain procedures and restrictions when inquiring about and using conviction history information to make decisions about employment and tenancy in San Francisco; and amending the Administrative Code to require City contractors and subcontractors to adhere to the same limits, procedures and restrictions when making decisions regarding employment of persons for work on City contracts and subcontracts.
 - **Update on planning for the upcoming April 6-9, 2014, visit to San Francisco by the Mayor of Amsterdam.**
 - **Update on a pending agreement between San Francisco and Naples for the promotion of equal opportunities between the Department of Equal Opportunities of the City of Naples and the San Francisco Human Rights Commission.**

Presentation of DRAFT HRC 2013 Annual Report including highlights and accomplishments of the Human Rights Commission in 2013.

Discussion Item
PUBLIC COMMENT
6. **State of the San Francisco Human Rights Commission:**
Observations of Former HRC Chair Michael Sweet on the current state of the Human Rights Commission.
Presenter: Commissioner Michael Sweet
Discussion Item
PUBLIC COMMENT

7. **Commissioners' Activities in the Community:**

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

8. **Matters of Interest for Possible Inclusion on Future Agendas.**

Discussion Item

PUBLIC COMMENT

9. **Adjournment.**

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陽光政策 專責小組行政官

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San Francisco, CA 94102-4683

電話號碼:415-554-7724; 傳真號碼415- 554-7854

電子郵件: SOTF@sfgov.org

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利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線(市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設會有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說法令

依據「三藩市遊說法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼:415- 252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

會議及議程政策 本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(這者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於VanNess 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

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POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influyen o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

COMMISSIONERS

February 21, 2014

Susan Belinda Christian
Chair

Mark Kelleher
Vice Chair

Sheryl Evans Davis
Faye Woo Lee
Nazly Mohajer
Michael Pappas
Richard Pio Roda
Michael Sweet

Dear Mayor Lee,

Please consider this letter as an amendment to the Human Rights Commission's FY 2014-2016 Budget Submission. As Commissioners, we understand that it is our duty pursuant to Charter section 4.102 to annually approve a budget for our agency. We further understand that, this year, we must forward an approved budget to the Controller's Office by Friday, February 21, 2014.

In 2012, your Office transitioned significant revenue-generating functions out of HRC's purview. The Commission identified that transfer as an opportunity to expand the work of HRC to more fully encompass its mission of halting discrimination and redressing its effects.

The Commission had hoped to internally develop a new vision for its work and a strategic plan to implement that vision. To date, we continue to develop these new goals. As a result, the budget that we have today submitted for your approval does not yet fully represent the policy goals being developed and which the Commission would like to implement.

The Commission's dissatisfaction with the proposed budget as it is led us to call a special meeting of the Commission to finalize and approve a budget.

In the last year, HRC has been fortunate to have achieved several significant successes in identifying and addressing discrimination against our LGBT community. We are extremely proud of these successes and believe that they have, and will continue, to enhance the well-being of our community as a whole. However, HRC has to date not achieved the desired impact on the pervasive legacy of structural discrimination against and challenges faced by other disadvantaged communities, particularly the black community in San Francisco.

We laud the vision and programs you outlined during your *State of the City* address. Moreover, we support the commitment you set forth to African American In-Migration during your introduction to the City's celebration of Black History Month. The Commission pledges to vigorously support your administration's work. Accordingly, we respectfully request that this letter amendment be considered as part of the Commission budget.

We understand that all agencies have been asked to reduce their budgets by one percent.

However, as a Commission, we respectfully request that you increase the budget of the HRC rather than decrease it by one percent in order to allow the Commission to work with your administration to address the following policy objectives which we believe are consistent with our Charter mandate.

Accordingly, we ask that funding for the following staff position and initiatives be included in this year's budget for the HRC:

FUNDING FOR FIXED STAFF POSITION FOR BUDGET, FINANCE AND REVENUE

(Position: 01111428, Coordinator, 2991 now vacant)

- Dedicated position, or portion of position, for a person experienced with the formal and informal City processes regarding budget and finance issues. This staff member would also be tasked with identifying additional revenue sources, including training, grants and additional external revenue sources.

CREATION OF AN HRC TRAINING UNIT FOCUSING ON CREATING AWARENESS OF IMPLICIT BIAS / PROVIDING PUBLIC PROGRAMS AND TRAININGS TO THE PUBLIC AND CITY AGENCIES:

Hold Hearings on Pervasiveness of Implicit Bias: Hearings presenting testimony and findings on effects of implicit bias on physical, mental and behavioral health:

- Partner with public health identifying implicit bias as social violence;
- Educate public about effects of bias and discrimination on health of those subject to it;
- Educate public about pervasive existence of implicit bias;
- Educate individuals about how identify and defuse implicit bias.

HOLD HEARINGS ON ESTABLISHING ACCESS TO A MEANINGFUL EDUCATION AS A CIVIL RIGHT (partnering with the Board of Education):

- Establish a meaningful education as a civil right;
- Identify and create effective paths to meaningful education;
- Equal education: identify disparities in school funding;
- Hold hearings / testimony on repeal of Proposition 209 and modification of Proposition 13.

CIVIL RIGHTS AT 50: Shaping the Modern Civil Rights Movements:

- Identify the goals and tools of the modern civil rights movement;
- Partner with established civil rights organizations;
- Fund a series of panels / hearings on structural discrimination 50-years after the Civil Rights and Voting Rights Acts: identifying contemporary barriers and implementing solutions.

ASSESSING COMMUNITY NEEDS / EXISTING RESOURCES FOR:

- Violence prevention in black youth community (work with, highlight and support the Mayor's Office on Violence Prevention);
- Reentry / violence prevention: provide funding for expansion of book clubs for reentry for young women and men as well as adults;
- Screening of the film, "Healing the Hurt" and panel presentations by young people working in violence remediation and prevention similar to what is currently being done in the East Bay;
- Duplication of those therapeutic peer-led sessions;

- Addressing trauma in black community, communities of color and other disadvantaged communities;
- Effects of trauma on ability to learn;
- Addressing the effects of trauma and structural discrimination and barriers;
- Access to behavioral health resources;
- Hold hearings on existing resources and needs;
- Advocate for and support legislation increasing access to behavioral health resources;
- Hold workshops and panels with community partners and DPH, create trainings on post traumatic slave syndrome studies of Dr. Joy Degruy and programs to address trauma in the black community.


FUNDING FOR COMMUNITY ENGAGEMENT AND PROGRAMS: General and Ongoing:

- Mentoring projects (enhance and continue existing spring and summer workshops / luncheons on career and job readiness);
- Education;
- Healthy communities;
- Violence as disease;
- Amelioration of effects of disparate treatment and violence;
- Screenings of "Healing the Hurt" and panel presentations by young people working in violence remediation and prevention.

As we reach the 50-year milestone of the Commission's creation, we believe that these initiatives will enable the Commission to more effectively realize its mission to halt discrimination and provide redress for its detrimental effects upon San Franciscans.

Thank you for your consideration of the requests in this letter amendment to the February 21, 2014 Human Rights Commission FY 2014-2016 Budget Submission.

Respectfully submitted on behalf of the Human Rights Commission,



Susan Belinda Christian
Chair

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, March 13, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

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Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

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Order of Business SF HRC Regular Meeting March 13, 2014

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated February 20, 2014.

Discussion Item/Action Item
PUBLIC COMMENT

3. Adoption of Minutes dated February 27, 2014.

Discussion Item/Action Item
PUBLIC COMMENT

Closed Session

4. Public Employee Performance Evaluation:

Theresa Sparks, Executive Director, Human Rights Commission

- a. Public comment on all matters pertaining to agenda item 4, including subparts b, c, and d.
- b. Vote on decision whether to go into closed session. (ACTION)
- c. Closed session. (DISCUSSION AND POSSIBLE ACTION)

PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

TERESA SPARKS, EXECUTIVE DIRECTOR, HUMAN RIGHTS COMMISSION
(Cal. Govt. Code sec. 54957(b)(1); S.F. Admin. Code sec. 67.10(b).)

The closed session will be limited to the following subjects:

- (1) Follow-up communications with the Executive Director regarding performance evaluation; and,
- (2) the setting of performance goals for the Director.

d. Open session: Vote on whether or not to disclose any or all of closed session discussion. (S.F. Admin. Code sec. 67.12(a).) (ACTION)

5. Adjournment.

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陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼: 415-554-7724; 傳真號碼 415- 554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

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- 任何與會人士根據由委員會成員或任何人士所提供的陳述, 替他人於會議上作出支持或反對的證詞;
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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, March 27, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

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Order of Business SF HRC Regular Meeting March 27, 2014

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated March 13, 2014.

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Presentation and approval of draft RFP for a Community Needs Assessment on Violence Prevention for LGBT Persons in San Francisco.

Presenter: HRC Staff, Sneha Rao

Discussion Item/Action Item

PUBLIC COMMENT

4. Presentation of a Memorandum of Understanding (MOU) for approval between San Francisco and Naples for the promotion of equal opportunities between the Department of Equal Opportunities of the City of Naples and the San Francisco Human Rights Commission and discussion of signing process.

Presenter: HRC Staff, Sneha Rao

Discussion Item/Action Item

PUBLIC COMMENT

5. Director's Report including:

- Discussion of HRC hosting the statewide convening of the California Association of Human Relations Organizations ("CAHRO") on April 25, 2014.
- Planning for the upcoming April, 2014 visit to San Francisco of the Mayor of Amsterdam and the meeting with HRC including a discussion of which HRC projects to discuss and highlight.

Discussion Item

PUBLIC COMMENT

6. Closed Session

Public Employee Performance Evaluation:

Theresa Sparks, Executive Director, Human Rights Commission

- a. Public comment on all matters pertaining to agenda item 4, including subparts b, c, and d.
- b. Vote on decision whether to go into closed session. (ACTION)
- c. Closed session. (DISCUSSION AND POSSIBLE ACTION)

PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

THERESA SPARKS, EXECUTIVE DIRECTOR, HUMAN RIGHTS COMMISSION
(Cal. Govt. Code sec. 54957(b)(1); S.F. Admin. Code sec. 67.10(b).)

The closed session will be limited to the following subjects:

- (1) Follow-up communications with the Executive Director regarding performance evaluation; and,
- (2) the setting of performance goals for the Director.

d. Open session: Vote on whether or not to disclose any or all of closed session discussion. (S.F. Admin. Code sec. 67.12(a).) (ACTION)

7. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

8. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item

PUBLIC COMMENT

9. Adjournment.

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting. If you have any questions, please contact the Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org or check our website for meeting dates and notices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

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San Francisco, CA 94102-4683

415-554-7724 (Office); 415-554-7854 (Fax) / E-mail: SOTF@sfgov.org

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ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

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CANCELLATION NOTICE

*for the
Regular Meeting
of the*

San Francisco

Human Rights Commission

Cancelled: Thursday, March 27, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

Please contact the office at 415-252-2500
if you have any questions.

03-28-14A08:20 RCVD

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, April 10, 2014

Special Start Time 4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

04-04-14A08:20 RCVD

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Order of Business SF HRC Regular Meeting April 10, 2014 4:30 p.m.

1. Call to Order and Roll Call

GENERAL PUBLIC COMMENT

Members of the public may address the Commission on matters that are within the Commission's jurisdiction but not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated March 13, 2014.

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Presentation and approval of draft RFP for a Community Needs Assessment on Violence Prevention for LGBT Persons in San Francisco.

Presenter: HRC Staff, Sneha Rao

Discussion Item/Action Item

PUBLIC COMMENT

4. Presentation of a Memorandum of Understanding (MOU) for approval between San Francisco and Naples for the promotion of equal opportunities between the Department of Equal Opportunities of the City of Naples and the San Francisco Human Rights Commission and discussion of signing process.

Presenter: HRC Staff, Sneha Rao

Discussion Item/Action Item

PUBLIC COMMENT

5. Director's Report including:

- Discussion of HRC hosting the California Association of Human Relations Organizations ("CAHRO") on April 25, 2014.
- Report on the Mayor of Amsterdam visit to San Francisco.
On April 9, 2014, the Mayor of Amsterdam toured *El La Para Translatinas*, 2940 16th Street, and the *San Francisco LGBT Center*, 1800 Market Street.

Discussion Item

PUBLIC COMMENT

6. Closed Session

Public Employee Performance Evaluation:

Theresa Sparks, Executive Director, Human Rights Commission

- a. Public comment on all matters pertaining to agenda item 4, including subparts b, c, and d.
- b. Vote on decision whether to go into closed session. (ACTION)
- c. Closed session. (DISCUSSION AND POSSIBLE ACTION)

PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

THERESA SPARKS, EXECUTIVE DIRECTOR, HUMAN RIGHTS COMMISSION (Cal. Govt. Code sec. 54957(b)(1); S.F. Admin. Code sec. 67.10(b).)

The closed session will be limited to the following subjects:

- (1) Follow-up communications with the Executive Director regarding performance evaluation; and,
- (2) the setting of performance goals for the Director.

d. Open session: Vote on whether or not to disclose any or all of closed session discussion. (S.F. Admin. Code sec. 67.12(a).) (ACTION)

7. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

8. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item

PUBLIC COMMENT

9. Adjournment.

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KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Office); 415-554-7854 (Fax) / E-mail: SOTF@sfgov.org

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MEETINGS AND AGENDAS POLICIES

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了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼:415-554-7724; 傳真號碼415-554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於 Grove 街和 McAllister 街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線(市政中心站-Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設會有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼:415-252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

會議及議程政策 本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(這者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於Van Ness 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.ssf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, April 24, 2014

Start Time 5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

04-22-14A11:25 RCVD

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Order of Business SF HRC Regular Meeting April 24, 2014 5:30 p.m.

1. **Call to Order and Roll Call**
2. **GENERAL PUBLIC COMMENT**
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Approval of Minutes

3. **Adoption of Minutes dated April 10, 2014.**
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

4. **Director's Report including:**
 - Update on Budget Process and upcoming dates with the Board of Supervisors;
 - Update on HRC hosting the California Association of Human Relations Organizations ("CAHRO") on April 25, 2014;
 - Update on RFP for Needs Assessment regarding Violence Prevention in the LGBT Community;
 - Staffing update;
 - Communication Policy between Staff and Commissioners;Discussion Item
PUBLIC COMMENT
5. **Status Report on the War on Drugs Initiative and the process going forward.**
Presenter: HRC Staff, Zoe Polk
Discussion Item
PUBLIC COMMENT
6. **Status Report on Proposition 35/Case Act Analysis and the process going forward.**
Presenter: HRC Staff, Zoe Polk
Discussion Item
PUBLIC COMMENT
7. **Discuss HRC July and August 2014 summer meeting dates including discussion of 2014 HERO Awards and July 24, 2014 marking the 50th Anniversary of San Francisco Mayor Shelly signing the ordinance which created the San Francisco Human Rights Commission.**
Discussion Item/Action Item
PUBLIC COMMENT
8. **Upcoming Events to be attended by SF HRC Commissioners and Staff including:**
 - May 8, 2014 International Visitor Leadership Program, "Women and Justice";
 - May 14, 2014 Anne Frank Center "Confronting Intolerance Today" (a panel discussion on LGBT rights and global efforts to promote tolerance and respect);
 - June 19-22, 2014 NIOT Leadership Gathering in Billings, Montana; and
 - August 9-11, 2014 IAOHRA 2014 Annual Meeting in San Diego, California.Discussion Item
PUBLIC COMMENT

9. **Commissioners' Activities in the Community:**

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

10. **Matters of Interest for Possible Inclusion on Future Agendas.**

Discussion Item

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11. **Adjournment.**

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市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

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會議及議程政策 本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
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- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sfhrc.org或人權委員會位於VanNess 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

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POLITICA DE ACCESO A LA REUNION

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ACCESO DE DISCAPACITADOS

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ORDENANZA DE CABILDEO

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, May 8, 2014

Start Time 4:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Nazly Mohajer

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

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Order of Business SF HRC Regular Meeting May 8, 2014 4:30 p.m.

1. Call to Order and Roll Call

GENERAL PUBLIC COMMENT

Members of the public may address the Commission on matters that are within the Commission's jurisdiction but not on today's agenda.

Approval of Minutes

2. **Adoption of Minutes dated April 24, 2014.**
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

3. **Presentation on Fair Chance Ordinance.** *The San Francisco Board of Supervisors passed the Fair Chance Ordinance on February 4, 2014. Starting on August 13, 2014, the Ordinance requires employers with 20 or more employees, City contractors, and housing providers to limit the use of criminal history information and follow certain procedures and restrictions when inquiring about and using conviction history information. The Human Rights Commission will enforce the Affordable Housing Component of the ordinance. In 2011, the San Francisco Human Rights Commission unanimously voted to send a letter to the Mayor and Board of Supervisors calling for legislation to regulate the use of criminal background checks in housing and employment.*
Presenter: Zoe Polk
Discussion Item
PUBLIC COMMENT
4. **Report back from Governing for Racial Equity Conference held in Portland, Oregon March 25-26, 2014.**
The Governing for Racial Equity Conference is an annual convening of jurisdictions from the Pacific Northwest region working to achieve racial equity. The goal is to eliminate institutional and structural racism through strengthening alliances, build organizational and institutional skills and commitment, share promising practices and develop and implement policies that promote racial equity. HRC served on the planning committee for the conference.
Presenters: Commissioner Sheryl Evans Davis and Zoe Polk
Discussion Item
PUBLIC COMMENT
5. **Presentation on SF HRC's Education Equity Initiative including updates on Education Legal Clinics and Invitation to the SF Human Rights Commission co-sponsored event: *Brown v. Board of Education* at 60 to be held on May 13, 2014, 6:00 p.m. - 8:00 p.m., at the California Historical Society, 678 Mission Street, San Francisco, CA 94105.**
HRC staff will provide updates on special education legal clinics conducted with the Lawyers' Committee for Civil Rights, Mo' Magic, Coleman Advocates for Children and Youth and the San Francisco Public Defender's Office.
Presenter: Zoe Polk
Discussion Item
PUBLIC COMMENT
6. **Status report on War on Drugs Initiative.**
On April 12, 2012, the Human Rights Commission held a public hearing: *The Human Rights Impact of the War on Drugs*. HRC staff will provide an update on the drafting of the conference report.
Presenter: Nadia Babella
Discussion Item
PUBLIC COMMENT

7. **Director's Report on the CAHRO Statewide Conference held April 25, 2014.**
This is a statewide training conference for those working within the field of human relations, civil rights and human rights. This training, organized by SF HRC, had workshops on mental health and law enforcement, racial justice and building health communities, immigration, youth and human rights in California, human trafficking and transgender non-discrimination, training and law enforcement.
Presenter: Director, Theresa Sparks
Discussion Item
PUBLIC COMMENT
8. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
PUBLIC COMMENT
9. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item
PUBLIC COMMENT
10. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting. If you have any questions, please contact the Commission Secretary at 415-252-2506/415-252-2500 or via e-mail sheryl.cowan@sfgov.org or check our website for meeting dates and notices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

415-554-7724 (Office); 415-554-7854 (Fax) / E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices. (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼: 415-554-7724; 傳真號碼: 415-554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線(市政中心站-Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設有泊車位。

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, May 22, 2014

Start Time 5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

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Order of Business SF HRC Regular Meeting May 22, 2014 5:30 p.m.

1. **Call to Order and Roll Call**
2. **GENERAL PUBLIC COMMENT**
Members of the public may address the Commission on matters that are within the Commission's jurisdiction but not on today's agenda.

Approval of Minutes

3. **Adoption of Minutes dated May 8, 2014.**
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

4. **Review and Approval of Award Recommendation regarding RFP for a Community Needs Assessment on Violence Prevention for LGBT Persons in San Francisco**
Presenter: HRC Staff, Sneha Rao
Discussion Item/Action Item
PUBLIC COMMENT
5. **The HRC Equity Advisory Committee Members will present on their subcommittee work plans addressing:**
 - San Francisco housing crisis;
 - African American Out Migration; and
 - Workplace safety for immigrant and low income women.Presenters: SF HRC Staff Zoe Polk, and Members of the SFHRC EAC: Joe Calderon, Jennifer Cust, Paul Day, Ariana Flores, Rick Hauptman, Angela Jenkins, Erin Le, Patricia Pittman Mitchell, Raquel Santiago, Jeremy Schwartz, and Robert Stahl
Discussion Item
PUBLIC COMMENT
6. **Report back from Governing for Racial Equity Conference held in Portland, Oregon March 25-26, 2014.**
The Governing for Racial Equity Conference is an annual convening of jurisdictions from the Pacific Northwest region working to achieve racial equity. The goal is to eliminate institutional and structural racism through strengthening alliances, build organizational and institutional skills and commitment, share promising practices and develop and implement policies that promote racial equity. HRC served on the planning committee for the conference.
Presenters: Commissioner Sheryl Evans Davis and Zoe Polk
Discussion Item
PUBLIC COMMENT
7. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
PUBLIC COMMENT
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9. **Adjournment.**

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委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於Van Ness 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

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San Francisco, CA 94102-4683

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Correo electrónico: SOTF@sfgov.org

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POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

Cancellation Notice:

**San Francisco Human Rights Commission
May 22, 2014 meeting
City Hall Room 416 at 5:30 p.m.
is cancelled.**

Please refer to the website at sf-hrc.org or
call 415-252-2500 for more information.

The next regularly scheduled meeting will
take place on June 12, 2014.

05-22-14 12:45 PM

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, June 12, 2014

Start Time 5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

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Order of Business SF HRC Regular Meeting June 12, 2014 5:30 p.m.

1. Call to Order and Roll Call

2. GENERAL PUBLIC COMMENT

Members of the public may address the Commission on matters that are within the Commission's jurisdiction but not on today's agenda.

Approval of Minutes

3. Adoption of Minutes dated May 8, 2014.

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

4. Review and Approval of Award Recommendation regarding RFP for a Community Needs Assessment on Violence Prevention for LGBT Persons in San Francisco

Presenter: HRC Staff, Sneha Rao

Discussion Item/Action Item

PUBLIC COMMENT

5. Review and Discussion of 2013 HRC Annual Report

Presenter: HRC Staff, Zoe Polk

Discussion Item

PUBLIC COMMENT

6. The HRC Equity Advisory Committee Members will present on their subcommittee work plans addressing:

- San Francisco housing crisis;
- African American Out Migration; and
- Workplace safety for immigrant and low income women.

Presenters: SF HRC Staff Zoe Polk, and Members of the SFHRC EAC:

Joe Calderon, Jennifer Cust, Paul Day, Ariana Flores, Rick Hauptman, Angela Jenkins, Erin Le, Patricia Pittman Mitchell, Raquel Santiago, Jeremy Schwartz, and Robert Stahl

Discussion Item

PUBLIC COMMENT

7. Status of HRC 2014/15/16 Budgets in Mayor's Budget submittal to Board of Supervisors on June 2, 2014 and schedule for HRC presentation to the Budget Committee of the Board of Supervisors.

Presenters: HRC Director

Discussion Item

PUBLIC COMMENT

8. **Additional grant funding requests to Board of Supervisors for (1) Development and implementation of violence prevention and remediation strategies in African American communities including the Bayview/Hunters Point, Western Addition and Tenderloin neighborhoods, and (2) Education and Outreach for, and Implementation of, the recently adopted Fair Chance Ordinance.**

Presenters: HRC Director
Discussion Item
PUBLIC COMMENT

9. **Re-allocation of up to \$30,000 of existing funds for developing a strategy to address implicit bias in the community, (a positive or negative mental attitude towards a person, thing, or group that a person holds at an unconscious level), including retaining the services of a consultant to educate and advise the Commission on current best-practices, recent published literature and most current case studies on the issue.**

Presenters: HRC Director
Discussion Item
PUBLIC COMMENT

10. **Director's Report:**

- **NIOT - 20th Anniversary Gathering and Hate Crime Conference** in Billings, MT (June 20-22, 2014)
- **CIIS - African American Multigenerational Trauma: Issues of Violence (Joy DeGruy)**, Lecture, Wednesday, July 16, 2014, 7:30PM - 9:00PM / Intensive Workshop, Monday – Thursday, July 14 - 17, 2014, 9:00AM-5:30PM
- **CIIS - Expanding the Circle Summer Institute**, San Francisco (June 24-26, 2014)
- **HRC - Plans for LGBT PRIDE Celebration and Parade** (Sunday, June 29, 2014)
- **IAOHRA - 2014 Conference** in San Diego, CA (August 9-11, 2014)
- **Staffing:** Replacement of Executive Assistant/Commission Secretary

Presenter: HRC Director
Discussion Item
PUBLIC COMMENT

11. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item
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- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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Cancellation Notice:

San Francisco Human Rights Commission

June 26, 2014 meeting

City Hall Room 416 at 5:30 p.m.

Is Cancelled.

*6/24
called*

Please refer to the website at sf-hrc.org or call
415-252-2500 for more information.

The next regularly scheduled meeting will take
place on July 24, 2014.

4-21-14Pho437 JCV

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday, JULY 17, 2014

5:30 pm

City Hall Room #201

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

Order of Business SF HRC Special Meeting July 17, 2014

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. No minutes for adoption this meeting.

Regular Business

3. Request from Allen Jones that the Commission Overrule the Decision to Remove Him From Service on the Equity Advisory Committee Pursuant to HRC Bylaws Article VI, Section 4

On April 21, 2014, Allen Jones submitted a request for a full Commission hearing regarding the Chair's decision to remove him from service on the Equity Advisory Committee. The Commission construes his request as a request to have the Commission overrule the Chair's decision pursuant to Article IV, Section 4 of the HRC Bylaws. The Commission will hear public comment on the request, discuss the request, and hear any motion to overrule the decision.

Presenter: Commission Chair Susan Christian

Discussion/Possible Action

PUBLIC COMMENT

4. Update on the Fair Chance Ordinance and the process for development and adoption of Rules of Procedure for implementation of the ordinance.

Presenter: HRC Staff, Zoe Polk

Discussion

PUBLIC COMMENT

5. Update on the Community Needs Assessment on LGBT Violence in San Francisco including presentation of final contract for execution by Executive Director.

Presenter: HRC Staff, Sneha Rao

Discussion/Possible Action

PUBLIC COMMENT

6. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

7. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item

PUBLIC COMMENT

8. Adjournment.

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting. If you have any questions, please contact the Commission Secretary at 415-252-2500 or check our website for meeting dates and notices.

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了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

電話號碼:415-554-7724; 傳真號碼415-554-7854

電子郵件:SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於 Grove 街和 McAllister 街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號 Van Ness 街-米慎街循環線、F-市場街線及城市輕軌車線（市政中心站- Civic Center）。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼:415-252-3100，傳真號碼 415-252-3112，網址：sfgov.org/ethics。

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City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

SAN FRANCISCO HUMAN RIGHTS COMMISSION

Notice of Canceled Special Meeting

Please be advised that the special meeting of the San Francisco Human Rights Commission is hereby canceled:

Date	Thursday, July 17, 2014
Time	5:30 PM – 7:30 PM
Location	San Francisco City Hall Room 201 1 Dr. Carlton B. Goodlett Place San Francisco, CA 94102- 4683

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陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼: 415-554-7724; 傳真號碼 415-554-7854

電子郵件: SOTF@sfgov.org

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利便參與會議的相關規定

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殘障通路

諮詢委員會會議將在 Van Ness 街 25 號 800 室的三藩市人權委員會舉行。會議地點位於 Fell 街和 Oak 街之間，並設有殘障人士通道。最靠近會議地點的捷運車站為 Civic Center 站。該站距離會議地點大約三個街口。最靠近會議地點的城市輕軌車站為 Van Ness 站。距離會議地點不到一個街口。駁經會議地點的公車路線包括：6 號 Parnassus 線，9 (L) 號 San Bruno 線，47 號市政中心循環線，49 號 Van Ness 街-米慎街循環線，71 (L) 號 Haight-Noriega 線，F 市場街線及城市輕軌列車(市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電 415-923-6142。會議地點附近街道設有泊車位。

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會議及議程政策

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San Francisco, CA 94102-4683

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POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

La reunión del Comité Asesor se llevara a cabo en el edificio de la Comisión de los Derechos Humanos que esta ubicado en el 25 de la calle Van Ness, Suite 800, San Francisco. El edificio se encuentra entre las calles Fell y Oak y es accesible para silla de ruedas. La estación de BART del Civic Center es la más cercana y se encuentra a tres cuadras de distancia. La estación de Muni más cercana es la estación Van Ness aproximadamente a una cuadra de distancia. Otras rutas de Muni accesibles a esta localidad son: 6 Parnasus, 9L San Bruno, 47 Downtown Loop, 49 Van Ness-Mission, 71(L) Haight-Noriega, F-Market y la estación Muni Metro del Civic Center. Para obtener más información acerca de los servicios de accesibilidad de Muni por favor llame al (415) 923-6142. Hay estacionamiento de autos disponible en las calles aledañas al edificio.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influnciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness , Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda HERO Awards

Thursday July 24, 2014

5:30 pm

City Hall, Room 416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Christian, *Chair*

Mark Kelleher, *Vice-Chair*

Michael Sweet

Sheryl Evans Davis

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Theresa Sparks, Executive Director

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Order of Business SF HRC Special Meeting – July 24, 2014, 2014

1. Call to Order and Roll Call
2. Welcome to Special Meeting in Commemoration of the 50th Anniversary of the 1964 Civil Rights Act and 50th Anniversary of the Human Rights Commission
Co-Chairs: Chair Susan Belinda Christian and Commissioner Sheryl Evans Davis.
3. SF Human Rights Commission Resolution in Commemoration of the 1964 Civil Rights Act.
Presenters: Commissioners Susan Belinda Christian and Sheryl Evans Davis
Discussion Item/Action Item
4. Mayoral Proclamation in Honor of the 50th Anniversary of the Human Rights Commission.
Presenter: Mr. Paul Henderson,
San Francisco Mayor's Deputy Chief of Staff, Public Safety
5. "Carrying on the Legacy of the 1964 Civil Rights Act 50-years later."
Featured Speakers:
 - Mr. Theo B. Miller, Esq.
Office of the Mayor, City and County of San Francisco
In partnership with San Francisco Public Utilities Commission
 - Eva Jefferson Paterson, President and Co-Founder
Equal Justice Society
6. Presentation of the SF Human Rights Commission 2014 "HERO" Awards
Supervisor London Breed and Supervisor Malia Cohen will recognize nominees before the presentations.

HRC HERO Legacy Award for Lifetime Achievement in Human Rights Advocacy

- Linda Brooks Burton (*Post-Humous*)
Managing librarian of the Bayview Library for 15 years and, a 30-year veteran of the San Francisco Public Library

HRC HERO Award for Students Advancing Civil Rights:

- Robert Bell
Apprentice Student with the Sheet Metals Union.
- The Graduates and Current Students of 100% College Prep/Bayview Association for Youth
Since 1999, the Bayview Association for Youth has created a cadre of college ready and eligible low-income minority students who enter and complete post-secondary institutions.
- DeAnthony Jones
Senior at Sacramento State University.

HRC HERO Award for Individual Leadership in Civil Rights

- **Christine Harris**
Board of Directors, Jazz Heritage Center. Started "The Musician's Project" to educate local and new residents of the Fillmore District about the impact jazz made in the Fillmore community.
- **Mary Wardell-Ghirarduzzi**
Vice Provost & Chief Diversity and Community Engagement Officer at University of San Francisco, leverages the USF mission and commitment to diversity and inclusion to strengthen the campus for students, faculty and staff and expands the university's community engagement, particularly for multicultural and marginalized communities.
- **Monetta White**
Entrepreneur and Owner of 1300 Restaurant, Community Leader advancing Economic Development in Fillmore District, Community Youth Job Training and Professional Development Mentor.
- **Rodney Williams**
Retired San Francisco Police Department Officer, one of first African Americans to integrate the SFPD in 1955. First African American to achieve the rank of Inspector in the SFPD.

HRC HERO Award for Organizations Advancing Civil Rights:

- **The Economic Opportunity Council**
The Economic Opportunity Council of San Francisco (EOC) is a private, nonprofit corporation that was established under the Economic Opportunity Act of 1964, and was designated by the Board of Supervisors to operate the Community Services Program. This mission of the Agency is to address poverty in San Francisco.
- **The Fair Chance Campaign**
Coalition of community based organizations including, the Lawyers Committee for Civil Rights, National Employment Law Project, Community Housing Project, All of Us or None and Legal Services for Prisoners with Children, to reform the background check process for employment and city-subsidized affordable housing in San Francisco.
- **The Lawyers Committee for Civil Rights**
Combining direct legal services, policy advocacy, and impact litigation strategies, Lawyers' Committee for Civil Rights of the San Francisco Bay Area advances the rights of immigrants, refugees and communities of color, with a specific focus on low income communities and a long-standing commitment to African Americans.
- **USCF First Generation Support Services**
The UCSF First Generation Student Support Services Office (FG2C) helps support the university's diverse student population, as they gain valuable, firsthand culturally competent healthcare experience with underserved and marginalized communities in San Francisco.

7. **PUBLIC COMMENT on the Commemoration and the Awards.**

8. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August **when there is only one meeting.**
The next meeting of the SF HRC will take place September 12, 2013 in City Hall, Room 416.
If you have any questions, please contact the
Acting Commission Secretary at 415-252-2500 or via e-mail matthew.oglander@sfgov.org

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator:

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ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary—at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closet BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday, JULY 31, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

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Order of Business SF HRC Special Meeting July 31, 2014

1. Call to Order and Roll Call

GENERAL PUBLIC COMMENT

Members of the public may address the Commission on matters that are within the Commission's jurisdiction but not on today's agenda.

Approval of Minutes

2. No minutes for adoption this meeting.

Regular Business

3. Request from Allen Jones that the Commission Overrule the Decision to Remove Him From Service on the Equity Advisory Committee Pursuant to HRC Bylaws Article VI, Section 4

On April 21, 2014, Allen Jones submitted a request for a full Commission hearing regarding the Chair's decision to remove him from service on the Equity Advisory Committee. The Commission construes his request as a request to have the Commission overrule the Chair's decision pursuant to Article IV, Section 4 of the HRC Bylaws. The Commission will hear public comment on the request, discuss the request, and hear any motion to overrule the decision.

Presenter: Commission Chair Susan Christian
Discussion/Possible Action
PUBLIC COMMENT

4. Distribution of Mayor's Policy on Commissioner Attendance

Presenter: Commission Chair Susan Christian
Discussion Item
PUBLIC COMMENT

5. Update on the Fair Chance Ordinance and the process for development and adoption of Rules of Procedure for implementation of the ordinance.

Presenter: HRC Staff, Zoe Polk
Discussion
PUBLIC COMMENT

6. Update on the Community Needs Assessment on LGBT Violence Prevention in San Francisco including presentation of grant timeline.

Presenter: HRC Staff, Sneha Rao
Discussion/Possible Action
PUBLIC COMMENT

7. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

8. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item
PUBLIC COMMENT

9. Adjournment.

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陽光政策專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
電話號碼:415-554-7724; 傳真號碼415-554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線 (市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」 (SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼:415- 252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

會議及議程政策

本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允许：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；
- 以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁 www.sf-hrc.org 或人權委員會位於VanNess

街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

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Regular Meeting Agenda

Thursday, August 28, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

Order of Business SF HRC Regular Meeting August 28, 2014

1. **Call to Order and Roll Call**
2. **Introduction of new staff**
HRC Interim Director Mullane Ahern will introduce Commission Secretary Judith Martinez
Discussion Item

Approval of Minutes

3. **Adoption of Minutes dated June 12, 2014**
Discussion Item/Action Item
PUBLIC COMMENT
 4. **Adoption of Minutes dated July 24, 2014**
Discussion Item/Action Item
PUBLIC COMMENT
 5. **Adoption of Minutes dated July 31, 2014**
Discussion Item/Action Item
PUBLIC COMMENT
- 6. HEARING: RULES OF PROCEDURE FOR SAN FRANCISCO POLICE CODE ARTICLE 49: PROCEDURES FOR CONSIDERING ARRESTS AND CONVICTIONS IN EMPLOYMENT AND HOUSING DECISIONS**
Discussion Item
- A. Presentation from Mayors Office of Housing and Community Development regarding collaboration on enforcement of Article 49
Presenter: Maria Benjamin, Director of Homeownership and Below Market Rate Programs, Mayor's Office of Housing and Community Development
 - B. Presentation of Draft Rules of Enforcement for Article 49
Presenter: Nadia Babella, HRC Staff
 - C. Presentation on HRC outreach to affordable housing providers and community based organizations regarding draft rules of enforcement.
Presenter: Zoë Polk, HRC Staff
 - D. Public Comment
- 7. Update on HRC's Implicit Bias Training Program**
Presenter: Commission Chair Susan Christian
Discussion Item
PUBLIC COMMENT
- 8. Update on Follow-up to War on Drugs Hearing**
Presenter: Nadia Babella, HRC Staff
Discussion Item
PUBLIC COMMENT
- 9. Resolution for SF Human Rights Commission 2014 "HERO" Awards**
Discussion/Possible Action
PUBLIC COMMENT

10. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item
PUBLIC COMMENT

11. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item
PUBLIC COMMENT

12. Adjournment.

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陽光政策 專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼:415-554-7724; 傳真號碼415- 554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

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殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線（市政中心站- Civic Center）。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設有泊車位。

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- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(這者可能會被要求離開會議室)；以及
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Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

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POLITICA DE ACCESO A LA REUNION

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ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

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ORDENANZA DE CABILDEO

Individuos y entidades que influyen o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

ALAMIN ANG INYONG MGA KARAPATAN SA ILALIM NG SUNSHINE ORDINANCE

Tungkulin ng Pamahalaan na paglinkuran ang publiko, maabot ito sa patas at medaling maunawaan na paraan. Ang mga komisyon, board, kapulungan at iba pang mga agensya ng Lungsod at County ay mananatili upang maglingkod sa pamayanan. Tinitiyak ng ordinansa na ang desisyon o pagpapasya ay ginagawa kasama ng mamamayan at ang mga gawaing panglungsod na napagkaisahan ay bukas sa pagsusuri ng publiko. Para sa impormasyon ukol sa inyong karapatan sa ilalim ng Sunshine Ordinance (Kapitulo 67 sa San Francisco Administrative Code) o para mag report sa paglabag sa ordinansa, mangyaring tumawag sa Administrador ng Sunshine Ordinance Task Force.

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

Ang mga kopya ng Sunshine Ordinance ay makukuha sa Clerk ng Sunshine Task Force, sa pampublikong aklatan ng San Francisco at sa website ng Lungsod sa www.sfgov.org. Mga kopya at mga dokumentong na nagpapaliwanag sa Ordinance ay makukuha online sa <http://www.sfbos.org/sunshine> o sa kahilingan sa Commission Secretary, sa address sa itaas o sa numero ng telepono.

PAG-ACCESS SA WIKA

Ayon sa Language Access Ordinance (Chapter 91 ng San Francisco Administrative Code), maaaring mag-request ng mga tagapagsalin sa wikang Tsino, Espanyol, at/o Filipino (Tagalog). Kapag hiniling, ang mga kaganapan ng miting ay maaring isalin sa ibang wika matapos ito ay aprobahan ng komisyon. Maari din magkaroon ng tulong sa ibang wika. Sa mga ganitong uri ng kahilingan, mangyaring tumawag sa Clerk ng Commission [your name here] sa [your number here], o [your email here] sa hindi bababa sa 48 oras bago mag miting. Kung maari, ang mga late na hiling ay posibleng pagbibigyan.

ACCESS PARA SA MAY KAPANSANAN

LOBBYIST ORDINANCE

Ayon sa San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100], ang mga indibidwal o mga entity na nag-iimpluensiya o sumusubok na mag-impluensiya sa mga lokal na pambatasan o administrative na aksyon ay maaring kailangan mag-register o mag-report ng aktibidad ng lobbying. Para sa karagdagan na impormasyon tungkol sa Lobbyist Ordinance, mangyaring tumawag sa San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

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Regular Meeting Agenda

Thursday, September 11, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Faye Woo Lee

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

Order of Business SF HRC Regular Meeting September 11, 2014

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated August 28, 2014
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

3. **Presentation by the LGBT Advisory Committee on the status of projects including:**
 - Update on Empowerment of Trans* Women of Color and Immigrant Trans* Women
 - Update on Technology and the LGBT Community
 - Update on Economic Wellness for LGBT Middle Income San FranciscansPresenters: David Miree, HRC staff and HRC LGBT Advisory Committee Working Group
Chairs: Mauro Sifuentes, Tracy Garza, Michelle Kim, Larry Saxxon, Alex Lazar and Josh Jacobs
Discussion Item
PUBLIC COMMENT
4. **Update on HRC's Implicit Bias Training Program**
Presenter: Commission Chair Susan Christian
Discussion Item
PUBLIC COMMENT
5. **Director's Report**
Discussion Item
PUBLIC COMMENT
6. **Commissioners' Activities in the Community:**
This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.
Discussion Item
PUBLIC COMMENT
7. **Matters of Interest for Possible Inclusion on Future Agendas.**
Discussion Item
PUBLIC COMMENT
8. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting. If you have any questions, please contact the Commission Secretary at 415-252-2506/415-252-2500 or via e-mail judith.q.martinez@sfgov.org or check our website for meeting dates and notices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that

City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

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ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closet BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;
- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官
地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
電話號碼：415-554-7724；傳真號碼415- 554-7854
電子郵箱：SOTF@sfgov.org

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Correo electrónico: SOTF@sfgov.org

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REUNIONES Y LAS POLÍTICAS DE AGENDAS

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- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

NOTICE OF REGULAR MEETING CANCELLATION

for the

HUMAN RIGHTS COMMISSION

September 25, 2014

City Hall, Room 416

5:30 p.m. meeting

CANCELLED

**If you have any questions, please feel free to
contact the Commission Secretary at
415-252-2506**

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Regular Meeting Agenda

Thursday, October 9, 2014

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

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Order of Business SF HRC Regular Meeting October 9, 2014

1. Call to Order and Roll Call

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated September 11, 2014

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. Update on LGBT Community Needs Assessment on Violence Prevention

Presenter: Sneh Rao, HRC Staff

Discussion Item

PUBLIC COMMENT

4. Adoption of the "Community Voices: The Human Rights Impact of the War on Drugs" Report

On April 12, 2012, the Human Rights Commission held a public hearing: The Human Rights Impact of the War on Drugs. HRC staff will present the draft of the hearing report.

Presenter: Nadia Babella, HRC Staff

Discussion Item/Action Item

PUBLIC COMMENT

5. Adoption of the "Rules of Procedure for San Francisco Police Code Article 49: Procedures for Considering Arrests and Convictions in Employment and Housing Decisions"

Presenter: Zoë Polk, HRC Staff

Discussion Item/Action Item

PUBLIC COMMENT

6. Update on the Human Rights Impact of Proposition 35 (Californians Against Sexual Exploitation Act) Report

HRC staff will present an update on HRC's analysis of Proposition 35 and its impact on communities affected by human trafficking and anti-trafficking legislation.

Presenter: Nadia Babella, HRC Staff

Discussion Item

PUBLIC COMMENT

7. Update on HRC's Implicit Bias Training Program

In collaboration with the Mayor's Office and the Department of Human Resources, the Human Rights Commission will host trainings for city staff on Implicit Bias.

Presenters: Commission Chair Susan Christian and Theodore B. Miller, Esq., Senior Advisor, Office of the Mayor

Discussion Item

PUBLIC COMMENT

8. Commissioners' Activities in the Community:

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

9. Matters of Interest for Possible Inclusion on Future Agendas.

Discussion Item

PUBLIC COMMENT

10. Closed Session

Public Employee Performance Evaluation:

Theresa Sparks, Executive Director, Human Rights Commission

Pursuant to Admin. Code section 67.10(b); Govt. Code section 54957(b), Govt. Code section 54957.1(a)(5), the Commission may hold a closed session to discuss the evaluation of the Director (Discussion and Possible Action).

(1) Public comment on all matters pertaining to agenda item 11.

(2) Vote on decision whether to go into closed session.

(3) Closed session.

(4) Vote on whether to disclose discussions if held in Closed Session per Administrative Code §67.12(a).

11. Adjournment.

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了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼：415-554-7724；傳真號碼：415-554-7854

電子郵件：SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線(市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設會有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼：415-252-3100，傳真號碼 415-252-3112，網址：sfgov.org/ethics。

會議及議程政策 本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為：Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於Van Ness 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話：415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a

cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)
City Hall – Room 244 1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683
415-554-7724 (Oficina); 415-554-5163 (Fax);
Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfbos.org/sunshine; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

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City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

NOTICE OF REGULAR MEETING CANCELLATION

for the

HUMAN RIGHTS COMMISSION

October 9, 1014
City Hall, Room 416
5:30 p.m. meeting
CANCELLED

9/14
cancelled

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**If you have any questions, please feel free to
contact the Commission Secretary at
415-252-2506**

City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

NOTICE OF REGULAR MEETING CANCELLATION

for the

HUMAN RIGHTS COMMISSION

October 23, 2014

City Hall, Room 416

5:30 p.m. meeting

CANCELLED

**If you have any questions, please feel free to
contact the Commission Secretary at
415-252-2500**

10-16-14P01:48 RCVD

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HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday November 4, 2014

5:30 pm

City Hall Room #201

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

10-31-14A08:19 RCVD

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Order of Business SF HRC Special Meeting November 4, 2014

1. **Call to Order and Roll Call**

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. **Adoption of Minutes dated September 11, 2014**

Discussion Item/Action Item

PUBLIC COMMENT

Regular Business

3. **Presentation and Approval of HRC's Implicit Bias Training Pilot Scope of Work and Budget**

Approval of Contract with Kimberly Papillion, Esq. in the amount not to exceed \$7,500.

In collaboration with the Mayor's Office and the Department of Human Resources, the

Human Rights Commission will present a pilot training program for city staff on Implicit Bias.

Presenters: Commission Chair Susan Christian and Theodore B. Miller, Esq., Senior

Advisor, Office of the Mayor

Discussion Item / Action Item

PUBLIC COMMENT

4. **Adoption of the "Community Voices: The Human Rights Impact of the War on Drugs" Report**

On April 12, 2012, the Human Rights Commission held a public hearing: The Human Rights Impact of the War on Drugs. HRC staff will present the draft of the hearing report.

Presenter: Nadia Babella, HRC Staff

Discussion Item/Action Item

PUBLIC COMMENT

5. **Adoption of the "Rules of Procedure for San Francisco Police Code Article 49: Procedures for Considering Arrests and Convictions in Employment and Housing Decisions"**

Presenter: Zoë Polk, HRC Staff

Discussion Item/Action Item

PUBLIC COMMENT

6. **Director's Report**

Update on Proposed Legislation Requiring City Contractors to Submit an Equal Pay Report and Establishing an Equal Pay Advisory Board.

7. **Commissioners' Activities in the Community:**

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

8. **Matters of Interest for Possible Inclusion on Future Agendas.**

Discussion Item

PUBLIC COMMENT

9. **Adjournment.**

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了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切政務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683
電話號碼:415-554-7724; 傳真號碼415- 554-7854
電子郵箱: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁www.sfgov.org等途徑索取。民眾也可以到網頁<http://www.sfbos.org/sunshine>閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

便利參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於Grove街和McAllister街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌列車站是市政中心站(Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括: 47號市政中心循環線、49號Van Ness街-米慎街循環線、F-市場街線及城市輕軌列車線(市政中心站- Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設會有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼:415- 252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

會議及議程政策 本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許:

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞;
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(這者可能會被要求離開會議室); 以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁www.sf-hrc.org或人權委員會位於VanNess 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話:415-252-2500。

CONOZCA SUS DERECHOS. BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras formas de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Correo electrónico: SOTF@sfgov.org

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47

Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness , Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones del la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

COMMISSIONERS

Susan Christian
Chair
Mark Kelleher
Vice-Chair

Sheryl Evans Davis
Michael Pappas
Richard Pio Roda
Michael Sweet

Implicit Bias

An implicit bias is a positive or negative mental attitude towards a person, thing, or group that a person holds at an unconscious level. In contrast, an explicit bias is an attitude that somebody is consciously aware of having. Research has found that our implicit and explicit biases often diverge. For example, a person may consciously express a neutral or positive opinion about a social group that they unconsciously hold a negative opinion about.¹

¹ http://med.stanford.edu/diversity/FAQ_REDE.html

Rules of Procedure

San Francisco Police Code

Article 49

Procedures for Considering Arrests and Convictions
in Employment and Housing Decisions



**CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION**

DRAFT FOR DISCUSSION PURPOSES ONLY

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I. Introduction

After public hearings and considerations of testimony and documentary evidence, the Board of Supervisors found that the health, safety, and well-being of San Francisco's communities depend on increasing access to employment and housing opportunities for people with arrest or conviction records. In response, the Board of Supervisors unanimously voted to pass the "Fair Chance Ordinance" in February of 2014.

The Fair Chance Ordinance provides people with prior arrest and conviction records the opportunity to be considered for employment and housing on an individual basis, thereby affording them with a fair chance to acquire employment and housing, to effectively reintegrate into the community, and to provide for their families and themselves.

The Commission is also aware of the disproportionate arrest and incarceration of African Americans, Latinos, and Native Americans and the lifelong post-conviction stigma that follows individuals and compromises their human rights and ability to reintegrate into society. By reducing barriers, the Fair Chance Ordinance promotes public safety and reintegration. In addition, the Ordinance redresses some of the human rights concerns implicated by the over-incarceration of these communities.

The Fair Chance Ordinance was codified as San Francisco Police Code Article 49: Procedures for Considering Arrests and Convictions and Related Information in Employment and Housing Decisions ("Article" or "Article 49").

II. **Preemption and Scope of Authority**

Article 49 instructs the Human Rights Commission (HRC), in consultation with the Mayor's Office of Housing and Community Development (MOHCD), to establish rules and regulations that implement the housing provisions of the Article.

Article 49 authorizes the HRC, in consultation with the MOHCD, to take appropriate steps to enforce the Article and coordinate enforcement, including the investigation of any possible violations of the Article.

In developing these rules, the HRC is guided by its understanding of the importance of fulfilling the goals of this Article and has given weight to considerations of equity and practicality. The rules seek to provide clear direction to affordable housing providers and housing applicants and residents regarding the requirements of this Article.

Nothing in these rules shall be interpreted or applied so as to create any requirements, power or duty in conflict with federal or state law or with a requirement of any government agency, including any agency of City government, implementing federal or state law. The HRC is not authorized to enforce any provision of Article 49 upon determination that its application in a particular context would conflict with federal or state law or with a requirement of a government agency implementing federal or state law.

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III. DEFINITIONS

The definitions are derived directly from Article 49 of the San Francisco Police Code.

Adverse Housing Action in the context of housing shall mean to evict from, fail or refuse to rent or lease real property to an individual, or fail or refuse to continue to rent or lease real property to an individual, or fail or refuse to add a household member to an existing lease, or to reduce any tenant subsidy. The “Adverse Action” must relate to real property in the City.

Affordable Housing shall mean any residential building in the City that has received funding from the City, connected in whole or in part to restricting rents, the funding being provided either directly or indirectly through funding to another entity that owns, master leases, or develops the building. Affordable Housing also includes “affordable units” in the City as the term is defined in Article 4 of the Planning Code. Projects that are financed using City-issued tax exempt bonds, but that receive no other funding from the City or are not otherwise restricted by the City shall not constitute Affordable Housing.

Arrest shall mean a record from any jurisdiction that does not result in a conviction and includes information indicating that a person has been questioned apprehended taken into custody or detained, or held for investigation, by a law enforcement, police, or prosecutorial agency and/or charged with, indicated, or tried and acquitted for any felony misdemeanor or other criminal offense. “Arrest” is a term that is separate and distinct from, and that does not include, “Unresolved Arrest.”

Background Check Report shall mean any criminal history report, including but not limited to those produced by the California Department of Justice, the Federal Bureau of Investigation, other law enforcement or police agencies, or courts, or by any consumer reporting agency or business, employment screening agency or business, or tenant screening agency or business.

Conviction shall mean a record from any jurisdiction that includes information indicating that a person has been convicted of a felony or misdemeanor; provided that the conviction is one for which the person has been placed on probation, fined, imprisoned, or paroled. The definition of a conviction shall not include items listed in Section V.A. of these Rules.

Conviction History shall mean information regarding one or more Convictions or Unresolved Arrests, transmitted orally or in writing or by another means, and obtained from any source, including but not limited to the individual to whom the information pertains and a Background Check Report.

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Directly-Related Conviction in the housing context shall mean that the conduct for which a person was convicted or that is the subject of an Unresolved Arrest has a direct and specific negative bearing on the safety of persons or property, given the nature of the housing. In determining whether the conviction or Unresolved Arrest is directly related to the housing, the Housing Provider shall consider whether the housing offers the opportunity for the same or a similar offense to occur and whether circumstances leading to the conduct for which the person was convicted will recur in the housing, and whether supportive services that might reduce the likelihood of a recurrence of such conduct are available on-site.

Evidence of Rehabilitation or Other Mitigating Factors may include but is not limited to:

- A person's satisfactory compliance with all terms and conditions of parole and/or probation (however, inability to pay fines, fees, and restitution due to indigence shall not be considered noncompliance with terms and conditions of parole and/or probation);
- Employer recommendations, especially concerning a person's post-conviction employment, educational attainment, vocation, or vocational or professional training since the conviction, including training received while incarcerated;
- Completion of or active participation in rehabilitative treatment (e.g., alcohol or drug treatment);
- Letters of recommendation from community organizations, counselors or case managers, teachers, community leaders, or parole/probation officers who have observed the person since his or her conviction;
- Age of the person at the time of the conviction.
- Examples of other mitigating factors that are offered voluntarily by the person may include but are not limited to explanation of the precedent coercive conditions, intimate physical or emotional abuse, or untreated substance abuse or mental illness that contributed to the conviction.

Fair Chance Ordinance or Fair Chance Act – The name commonly used to refer to Article 49 of the San Francisco Police Code: Procedures for Considering Arrests and Convictions and Related Information in Employment and Housing Decisions.

Housing provider shall mean any entity that owns, master leases, or develops Affordable Housing in San Francisco. "Housing Provider" also includes owners and developers of below-market-rate housing in the City or "affordable units."

Inquire shall mean any direct or indirect conduct intended to gather information from or about an applicant, candidate, potential applicant or candidate, using any mode of communication, including but not limited to application forms, interviews, and background check reports.

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Person shall mean any individual, person, firm, corporation, business or other organization or group of persons however organized.

Unresolved Arrest shall mean an arrest that is undergoing an active pending criminal investigation or trial that has not yet been resolved. An arrest has been resolved if the arrestee was released and no accusatory pleading was filed charging him or her with an offense, or if the charges have been dismissed or discharged by the district attorney or the court.

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IV. Procedures for the Advertisements, Applications, and Interviews

Nothing in the Ordinance affects additional appeals procedures or rights afforded to tenants and housing applicants elsewhere. In addition, nothing in the Ordinance mandates a conviction inquiry or background check. Affordable housing providers who do not inquire about an applicant's prior unresolved arrests or conviction record or who do not perform background checks on applicants are in compliance with this Article. Affordable housing providers who choose to inquire about an applicant's unresolved arrests or conviction history or who perform background checks must comply with the following procedures.

A. Advertisements and Solicitations

1. No Blanket Exclusions

Housing providers may not produce or disseminate any advertisement related to affordable housing that expresses, directly or indirectly, that any person with an arrest or conviction record will not be considered for the rental or lease of real property or may not apply for the rental or lease of real property, except as required by local, state, or federal law.

2. Applicants with Prior Arrest and Conviction Records will be Considered

Housing providers are required to state in all solicitations or advertisements for the rental or lease of affordable housing placed by the housing provider, or on behalf of the housing provider, that the housing provider will consider for tenancy qualified applicants with arrest or conviction record in a manner consistent with the requirements of this Article.

B. HRC Notice and Posting Requirements

The HRC is responsible for publishing and making available to affordable housing providers a notice suitable for posting that informs applicants of their rights under this Article. The HRC shall make this notice available to housing providers in English, Spanish, Chinese, and Tagalog and all other languages spoken by more than 5% of the San Francisco population.

1. Website

Housing providers must prominently post on their website the HRC notice in all of the languages referenced above.

2. Frequently Visited Locations

Housing providers must prominently post the HRC notice in all the languages referenced above at any location under their control that is frequently visited by applicants or potential applicants for the rental or lease of affordable housing in San Francisco.

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3. Languages Access

In addition to making the notice available in English, Spanish, Chinese, and Tagalog, the HRC shall update the notice on December 1 of any year in which there is a change in the languages spoken by more than 5% of the San Francisco population.

C. Interviews and Applications: No Inquiry Prior to Determination of Qualification

Housing providers may not at any time ask an applicant in person, on an application or by any other means to disclose any details about his or her or a household member's conviction history, until the housing provider has first determined that:

- 1) The applicant is legally eligible to rent the housing unit, and
- 2) The applicant is qualified to rent the housing unit under the housing provider's criteria for assessing rental history and credit history, if such assessments are used by the housing provider.

D. Obtain but not Review

For the sake of efficiency, a housing provider may obtain a conviction history report at the same time as the housing provider obtains the rental history report and credit history report for an applicant. However, a housing provider may not in any way look at or review the conviction history report until *after* determining that based on the rental history and credit history the applicant is qualified to rent the housing unit. Housing providers must employ practices and safeguards to ensure that conviction history information is not inadvertently viewed prior to a determination of qualification for a housing unit. It is a violation of this Ordinance if the records are viewed prior to a determination of qualification.

E. Notice Requirement

2. Notice to Applicant Prior to Conducting Criminal Background Inquiry

In addition to posting the notice prominently on the website and in frequently visited locations, housing providers must individually provide each housing applicant a copy of the HRC issued notice referenced above in IV.B prior to any conviction history inquiry.

3. Language Access

If a housing applicant speaks Spanish, Chinese, Tagalog or any other language spoken by more than 5% of the San Francisco population, the housing provider must provide the applicant with the HRC notice in his or her respective language.

V. Procedures for Decision Making

A. **Prohibited Inquiries and Considerations**

Housing providers may not at any time or by any means inquire about, require disclosure of, or if such information is received, base an adverse action in whole or in part on any of the following:

1. An arrest not leading to a conviction, unless it is an “unresolved arrest” as defined in Section III above;
2. Participation in or completion of a diversion or a deferral of judgment program;
3. A conviction that has been judicially dismissed, expunged, voided, invalidated, or otherwise rendered inoperative;
4. A conviction or any other determination or adjudication in the juvenile justice system or information regarding a matter considered in or processed through the juvenile justice system;
5. A conviction that is more than 7 years old, the date of conviction being the date of sentencing;
6. Information pertaining to an offense other than a felony or misdemeanor, such as an infraction.

Inquiring about or basing any adverse decision on any of the above 6 categories is a violation of Article 49. To ensure that none of this prohibited information is considered, affordable housing providers should explicitly exclude the above-information from any inquiry into conviction history. For example, if a criminal history questionnaire is required of an applicant, it should state that the above-information should not be disclosed. In addition, commercial background check companies should be informed that the above-information should not be included in any report.

Any affordable housing provider who decides to conduct a commercial background check should be aware that these reports can be inaccurate or incomplete. Upon receiving notice that information contained in the report falls into one of the prohibited 6 categories, the affordable housing provider should not consider or rely upon that criminal history information to take an adverse action.

B. **Consideration Limited to Directly-Related Convictions and Unresolved Arrests**

Affordable housing providers may only consider directly-related convictions within the past 7 years or directly-related unresolved arrests for a housing decision. A directly-related conviction or unresolved arrest means the following: The conduct for which a person was convicted or that is the subject of an unresolved arrest has a **direct and specific negative** bearing on the safety of persons or property, given the nature of the housing.

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In determining whether the conviction or unresolved arrest is directly related to the housing, the housing provider shall consider:

- Whether the housing offers the opportunity for the same or a similar offense to occur;
- Whether circumstances leading to the conduct for which the person was convicted will recur in the housing;
- Whether supportive services that might reduce the likelihood of a recurrence of such conduct are available on-site.

In addition to considering whether a conviction or an unresolved arrest is directly-related as defined above, the housing provider shall also consider the time that has elapsed since the conviction or unresolved arrest.

If a housing provider determines that a conviction or an unresolved arrest is not directly-related or that reasonable times has elapsed, no further action is required. If however, the housing provider intends to take adverse action based on a directly-related conviction within the past 7 years or a directly-related unresolved arrest, the housing provider must comply with the rules below.

C. Written Notice and Copy of Report Prior to Prospective Adverse Action

If a housing provider intends to take an adverse action based on directly-related conviction with the past 7 years or a directly-related unresolved arrest, the housing provider must take the following steps:

1. Notify the applicant in writing of the prospective adverse action;
2. Give the applicant a copy of any conviction history or unresolved arrest;
3. Specifically indicate the item or items forming the basis for the prospective adverse action;
4. Provide the applicant with a copy of language-appropriate HRC notice described in Section IV.B which explains the applicant's right under this Article, including his or her right to respond, the manner in which he or she may respond, and the evidence he or she may submit; and
5. Provide the applicant with the opportunity to respond and delay any adverse action in order to reconsider in light of evidence submitted by the applicant.

Examples of housing related adverse actions include, but are not limited to, eviction, failing or refusing to rent or lease property to an individual, failing or refusing to add a household member to an existing lease, or reducing any tenant subsidy.

D. Opportunity to Respond

Within 14 days of the date of the written notice described above in Section V.C., the applicant, or any person on behalf of the applicant, may give the housing provider notice orally or in writing of evidence of any of the following:

1. Inaccuracies of the item or items of conviction history; examples of inaccuracies include but are not limited to:
 - a. Mismatching of the subject of the report with another person;
 - b. Revealing restricted information;
 - c. Omitting information of how an arrest was resolved;
 - d. Repeating the same information giving the appearance of multiple offenses;
 - e. Mischaracterizing the seriousness of the offense;
2. Evidence of rehabilitation; examples of evidence of rehabilitation include but are not limited to:
 - a. A person's satisfactory compliance with all terms and conditions of parole and/or probation (however, inability to pay fines, fees, and restitution due to indigence shall not be considered noncompliance with terms and conditions of parole and/or probation);
 - b. Employer recommendations, especially concerning a person's post-conviction employment, educational attainment or vocation or vocational or professional training since the conviction, including training received while incarcerated;
 - c. Completion of or active participation in rehabilitative treatment (e.g., alcohol or drug treatment);
 - d. Letters of recommendation from community organizations, counselors or case managers, teachers, community leaders, or parole/probation officers who have observed the person since his or her conviction;
 - e. Age of the person at the time of the conviction.
3. Evidence of other mitigating circumstances; examples of mitigating factors that are offered voluntarily by the person may include but are not limited to:
 - a. Explanation of the precedent coercive conditions;
 - b. Intimate physical or emotional abuse;
 - c. Untreated substance abuse or mental illness that contributed to the conviction.

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E. Conduct an Individualized Assessment

A housing provider may not deny an applicant based on his or her prior conviction history without first conducting an individualized assessment. In conducting an individualized assessment, the housing provider must consider only directly-related convictions and directly-related unresolved arrests and the time that has elapsed since the conviction or unresolved arrest. In addition to considering the time that has elapsed, the housing provider shall also review and consider any evidence of inaccuracy or evidence of rehabilitation or other mitigating factors provided by the applicant on the applicant's behalf.

The HRC shall not find a violation based on a housing provider's decision that an individual applicant's conviction history or unresolved arrest is directly-related, but may otherwise find a violation of this Article. For example, a violation may be found if the housing provider failed to take the steps to conduct an individualized assessment, including determining whether a conviction or unresolved arrest is directly-related, considering the time elapsed, or reviewing and considering evidence presented by the applicant.

F. Delay Adverse Action to Reconsider

A housing provider must delay any adverse action for a reasonable period after receipt of information and, during that time, shall reconsider the prospective adverse action in light of the information.

G. Written Notification of Adverse Action

Upon taking any adverse action based on an unresolved arrest or conviction history of an applicant, the housing provider shall notify the applicant within a reasonable time and in writing of the final adverse action.

VI. Retaliation

Housing providers or any other person may not interfere with, restrain, or deny the exercise of or the attempt to exercise any right protected under this Article. This includes interrupting, terminating or failing or refusing to initiate or conduct a transaction involving the rental or lease of residential real property, including falsely representing that a residential unit is not available for rental or lease. This also includes taking adverse action against a person or family member in retaliation for exercising rights protected under the Article. These protections apply to any person who mistakenly, but in good faith, alleges violation of this Article. Examples of what may constitute adverse action are defined above in these Rules.

A. Protected Exercise of Right under this Article

The following activities include, but are not limited to, the protected exercise of right under this Article:

1. The right to file a complaint;
2. The right to inform any person about a housing provider's alleged violation of the Article;
3. The right to cooperate with the HRC or other persons in the investigation or prosecution of any alleged violations of the Article;
4. The right to oppose any policy, practice or act that is unlawful under this Article;
5. The right to inform any person of his or her rights under this Article

B. 90-Day Presumption

Taking adverse action against a person within 90 days of the exercise of one or more of the rights described above shall create a rebuttable presumption that such adverse action was taken in retaliation for the exercise of these rights.

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VII. Filing a Complaint with the HRC

A. Who May Report

An applicant or any other person may report to the HRC any suspected violation of this Article.

B. HRC-Initiated Investigations

The HRC may, in its sole discretion, investigate possible violations of this Article on its own initiative.

C. Elements of a Complaint

A complaint may be made in writing, or if made orally, shall be put in writing by HRC staff. The complaint shall contain the following:

1. The complete name and contact information of the person making the complaint, unless the person making the complaint wishes to remain anonymous;
2. A plain and concise statement of facts, which provide the basis of the complaint, including the specific date(s), action(s), practice(s) or incident(s) alleged to violate this Article;
 - a. The signature of the person making the complaint verifying under penalty of perjury that the response is true and complete to the best of the signatory's knowledge and belief. In cases in which the complainant wishes to remain anonymous or in HRC initiated complaints, the complaint shall be verified by an HRC staff;
3. Possible violations of the Article include, but are not limited to, the following examples:
 - a. An advertisement for affordable housing that does not state that the provider will consider qualified applicants with criminal histories;
 - b. An advertisement for affordable housing that expresses directly or indirectly that a person with an arrest or conviction record will not be considered;
 - c. An application for affordable housing that contains an inquiry about prior arrest or conviction record;
 - d. A housing provider who inquires about an applicant's conviction background prior to determining eligibility for housing;
 - e. A housing provider who reviews an applicant's conviction report prior to determining eligibility for housing;
 - f. A housing provider who inquires about an applicant's conviction background prior to providing applicant the HRC notice informing them of their rights under this Article;
 - g. A housing provider who does not post the HRC notice on its website;
 - h. A housing provider who does not post HRC notice in locations frequented by tenants or housing applicants;

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- i. A housing provider who does not provide the HRC notice in the languages mandated by the ordinance;
- j. A housing provider who inquires about or considers one of the six off-limits categories, enumerated in section V.A. of these Rules and Section 4906 of Article 49;
- k. A housing provider who does not give an applicant a copy of the conviction history report or an unresolved arrest prior to taking a prospective adverse action;
- l. A housing provider who does not specify which conviction or unresolved arrest is the basis for the adverse action;
- m. A housing provider who does not give an applicant notice of their right to provide evidence of inaccuracies and evidence of rehabilitation or mitigating circumstances;
- n. A housing provider who does not offer the applicant 14 days to provide evidence of inaccuracies and evidence of rehabilitation or mitigating circumstances;
- o. A housing provider who fails to conduct an individualized assessment. The HRC may not find a violation based on a housing provider's decision that an applicant's conviction within the past 7 years or unresolved arrest is directly-related, but may find a violation of this Article if the housing provider failed to take the steps to conduct the individualized assessment, which requires determining whether a conviction or unresolved arrest is directly-related, considering the time elapsed, and reviewing and considering evidence presented by the applicant;
- p. A housing provider who does not delay the adverse action until they have reconsidered the decision in light of evidence provided by the applicant;
- q. A housing provider who does not provide notice of a final adverse action to the applicant;
- r. A housing provider who retaliates against someone for exercising his or her rights under this ordinance;
- s. A housing provider who fails to maintain and retain records as required by this Article.

D. Timeliness of a Complaint

A suspected violation of this Article may be reported within 60 days of the date that the suspected violation occurred, or that the complainant became aware that the action violating this ordinance occurred, whichever date occurred more recently.

E. Amending a Complaint

The complaint may be amended any time prior to resolution. HRC shall serve all amended complaints on the housing provider with instructions concerning which

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allegations of the amended complaint, if any, the housing provider shall answer, and when the verified response is due. If the amendment occurs before the housing provider has answered, the housing provider shall be served with and shall respond to the amended complaint. The housing provider's time for filing a response shall start upon service of the amended complaint.

F. Withdrawing a Complaint

A complainant may withdraw a complaint any time prior to resolution. HRC shall notify the housing provider in writing within 5 days after the complaint has been withdrawn. A complaint may be withdrawn without prejudice, but nothing in these Rules shall require the HRC to accept a new complaint alleging substantially identical conduct if the complainant has engaged in repeated or unwarranted withdrawal and resubmission of complaints. After a withdrawal, the HRC may, in its sole discretion, initiate an investigation of a possible violation of this article as authorized above in section VII.B.

G. Confidentiality

The HRC shall encourage reporting of violations by keeping confidential, to the maximum extent permitted by applicable laws, the name and other identifying information of the resident, applicant or other person reporting the violation, unless such a person authorizes the HRC to disclose his or her name and identifying information as necessary to enforce this Article or for other appropriate purposes.

VIII. HRC Notice of Alleged Violation

The HRC shall serve the housing provider with notice that a complaint of an alleged violation has been filed against them and that they are required to respond. In addition to including the elements of a complaint listed above in VII.C., the notice shall:

- Clearly state the date by which the response is due;
- Inform the housing provider of their right to respond to the alleged violation and describe the information the housing provider is required to include in the response;
- State that failure to respond to the complaint may result in a default decision;
- Offer the housing provider technical assistance;
- Inform the housing provider that retaliation against the complainant or suspected complainant is prohibited by this Article;
- Describe HRC's enforcement powers and administrative penalties;
- Inform the housing provider of his or her right to appeal the HRC Director's determination.

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IX. Housing Provider Response

A. Who May File

The housing provider or an authorized representative shall file a verified response to the complaint or amended complaint in writing.

B. Content

A response shall contain the following:

1. The full name and title, where applicable of the housing provider;
2. The name, address, and telephone number of the housing provider's representative, if any;
3. A specific admission or denial of each allegation contained in the complaint. If the housing provider does not have knowledge or information sufficient to form a belief as to the truth of a particular allegation, the housing provider shall so state and such statement shall operate as a denial of the allegations;
4. A statement of any matter constituting an explanation or affirmative defense; and
5. The signature of the housing provider or authorized representative, verifying under penalty of perjury that the response is true and complete to the best of the signatory's knowledge and belief;

C. Timeliness

The response shall be filed within 10 business days of service of the complaint.

D. Amendment of Response

The housing provider, at the discretion of the Commission staff, may amend its response.

E. Failure to Respond to a Complaint

Any party who fails to file a response to a complaint or amended complaint may be held to be in default.

F. Response Shared with Complainant

The HRC shall serve a copy of the response or amended response to the complainant after redacting any confidential information.

X. Enforcement

G. Warning, Notice to Correct, and Technical Assistance

1. First Violation and Violations Prior to August 13, 2015

For a first violation, or for any violation prior to August 13, 2015, the HRC Director must issue a warning and notice to correct and offer the housing provider technical assistance on how to comply with the requirements of this Article.

H. Administrative Penalty

1. Second Violation

For a second violation, the HRC Director may impose an administrative penalty of no more than \$50.00 that the housing provider must pay for each applicant whose rights were violated or continue to be violated.

2. Subsequent Violations

For subsequent violations, the HRC Director may increase the penalty to no more than \$100.00.

3. Multiple Applicants Impacted by Same Violation

If multiple applicants are impacted by the same procedural violation at the same time (e.g. all applicants for a certain housing unit are asked for their conviction history on the initial application) the violation shall be treated as a single violation rather than multiple violations.

4. Allocation of Penalties

The penalties are payable to the City for each applicant whose rights were, or continue to be, violated. Such funds shall be allocated to the HRC and used to offset the costs of implementing and enforcing this Article.

I. Mediation

Mediation refers to a process whereby the HRC staff acts as a neutral third-party to encourage and facilitate the resolution of a dispute between two or more parties. It is a voluntary, informal, and non-adversarial process with the objective of helping the disputed parties reach a mutual agreement. In mediation, decision-making authority rests with the parties. The role of the HRC as mediator includes, but is not limited to, assisting the parties in identifying issues, fostering joint problem-solving, and exploring resolution alternatives.

Mediation may be initiated at any time after allegations of a violation are presented to the HRC. Either party may make a request to the HRC for mediation. Upon receipt of a request for mediation, or on its own initiative where the HRC determines that

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mediation might be productive, the HRC shall ascertain if all parties agree to attempt resolution through mediation. If all parties to the dispute or all parties concerned with a specific issue in the dispute agree to mediation, the HRC shall appoint a staff member to act as a neutral mediator and attempt to resolve the dispute through mediation.

J. Investigations

The HRC, in consultation with the Mayor's Office of Housing and Community Development, is authorized to take appropriate steps to enforce this Article and coordinate enforcement, including the investigation of any possible violations of this Article.

1. Length of Time of Investigation

Staff shall endeavor to complete the investigation within 30 days of the date of receipt of the housing provider's response. If the scope of the investigation and the availability of witnesses require a longer investigation, the HRC shall notify the parties. Any party may request to mediate upon the agreement of all parties.

2. Investigation Plan

Staff shall create a written investigation plan specifying the names of any witnesses to be interviewed, documents to request, and/or sites to be visited.

3. Witness Interviews

Staff shall create a mutually convenient schedule for interviewing witnesses. Interviews are informal in nature. HRC staff may also obtain information from witnesses by written interrogatories or other means of contact.

4. Document Review

HRC staff may require any person or company to produce relevant documents.

5. Subpoena Power

The HRC may subpoena any person or company to provide testimony or documents relevant to the case who fails or refuses to voluntarily cooperate with the investigation.

6. Consultation with MOHCD

HRC staff shall consult with the MOHCD at the outset of the investigation, prior to the conclusion of the investigation, and at any other stage during the investigation the HRC regards as necessary.

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7. Conclusion of Investigation

HRC staff shall submit the conclusion of the investigation to the Director for action.

K. Determination

1. Director's Action

After reviewing the complete investigation file, the Director of the HRC shall do one of the following:

- a. Issue a determination that a violation has occurred. The determination shall consist of written findings, and where authorized by law, order any appropriate relief; or
- b. Return the file to the staff member with instructions for further investigation and analysis; or
- c. Decide that a determination of a violation is not in order and direct the staff member to administratively close the complaint.

2. Notification

The HRC shall serve copies of the Director's determination to all parties within 10 days of the Director's action.

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XI. Appeal

Parties will have the right to appeal as provided in Article 49 of the Police Code. An appeal process will be set forth in a future version of the Rules.

If there is no appeal of the Director's determination of a violation, then that determination shall constitute a failure to exhaust administrative remedies, which shall serve as a complete defense to any petition or claim brought by the housing provider against the City regarding the Director's determination of a violation.

XII. Severability

These rules shall be construed so as not to conflict with applicable local, state, or federal laws, rules or regulations. In the event that a court or an agency of competent jurisdiction holds that a local, state or federal law, rule or regulation invalidates any clause, sentence, paragraph or section of these rules or the application thereof to any person or circumstances, it is the intent of the Commission that the court or agency sever such clause, sentence, paragraph or section so that the remainder of these rules shall remain in effect.

City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

NOTICE OF REGULAR MEETING CANCELLATION

for the

HUMAN RIGHTS COMMISSION

8/14
8/14/14
November 13, 2014

City Hall, Room 416

5:30 p.m. meeting

CANCELLED

**If you have any questions, please feel free to
contact the Commission Secretary at
415-252-2500**

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City and County of San Francisco
HUMAN RIGHTS COMMISSION

Theresa Sparks
Executive Director



Edwin M. Lee
Mayor

**NOTICE OF SPECIAL MEETING
of the

SAN FRANCISCO
HUMAN RIGHTS COMMISSION**

December 11, 2014

**SF Muslim Community Center
4760 Mission Street
San Francisco, Ca 94112
6:00 p.m. meeting**

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**If you have any questions, please feel free to
contact the Gloria Lopez or Sneh Rao
at (415) 252-2511**

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

Special Meeting Agenda

Thursday, December 11, 2014

6:00 PM

***San Francisco Muslim Community Center
4760 Mission Street
San Francisco, CA 94112***

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Mark Kelleher, *Vice Chair*

Sheryl Evans Davis

Michael Pappas

Richard Pio Roda

Michael Sweet

Theresa Sparks, Executive Director

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Order of Business SF HRC SPECIAL Meeting December 11, 2014

1. Call to Order, Roll Call and Introduction of Commission Members

GENERAL PUBLIC COMMENT

Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda.

Approval of Minutes

2. Adoption of Minutes dated November 4, 2014
Discussion Item/Action Item
PUBLIC COMMENT

Regular Business

3. Introduction and welcome by Abu Qadir Al-Amin, *Imam San Francisco Muslim Community Center*
Discussion Item
PUBLIC COMMENT
4. After Ferguson, Missouri: Youth Perspectives
On December 4th, Commissioners and EAC Co-Chairs Christian and Davis, in collaboration with a group of youth-oriented, community-based organizations and teachers, invited students to convene and discuss their feelings and perspectives in the wake of the events in Ferguson, Mo. Over 100 students participated in what the group hopes will be the first of a series of conversations.
Discussion Item/Action Item
Presenters: Commissioners Christian and Davis. Additional presenters TBD.
PUBLIC COMMENT
5. History of relationship between the Human Rights Commission and the African, Arab, Middle Eastern, Muslim and South Asian (AAMEMSA) communities including overview of current Photo Voice Project entitled, "*Community Project on Islamophobia and Post-9/11 Ethnic and Racial Discrimination*"
Presenter: Sneha Rao
Discussion Item
PUBLIC COMMENT
6. Implicit Bias Training Contract
Presenter: Commission Chair Susan Christian
In collaboration with the Mayor's Office and the Department of Human Resources, the Human Rights Commission will participate in a pilot training program on Implicit Bias.
Discussion and Possible Action
PUBLIC COMMENT
7. Equity and LGBT Advisory Committee New Member Recommendations for 2015:
 - Equity Advisory Committee (EAC) new member recommendations
Presenters: HRC Staff and/or Commissioners Christian and Davis
 - LGBT Advisory Committee (LGBTAC) new member recommendations
Presenter: HRC Staff and/or Commissioner PappasDiscussion Item/Action Item
PUBLIC COMMENT

8. **Commissioners' Activities in the Community:**

This is an opportunity for Commissioners to report back to the Commission on work they are doing within San Francisco communities.

Discussion Item

PUBLIC COMMENT

9. **Matters of Interest for Possible Inclusion on Future Agendas.**

Discussion Item

PUBLIC COMMENT

10. **Adjournment.**

PLEASE NOTE: The San Francisco Human Rights Commission generally holds regular meetings the 2nd and 4th Thursday of the month, except in July and August when there is only one meeting. If you have any questions, please contact Commission Staff at 415-252-2500 or via e-mail HRC.Info@sfgov.org or check our website for meeting dates and notices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapters 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, please contact: Sunshine Ordinance Task Force Administrator

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Office); 415-554-7854 (Fax) / E-mail: SOTF@sfgov.org

Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at www.sfgov.org. Copies of explanatory documents are available to the public online at <http://www.sfbos.org/sunshine> or, upon request to the Commission Secretary, at the above address or phone number.

ACCESSIBLE MEETING POLICY

Per the American Disabilities Act and the Language Access Ordinance, Chinese, Spanish, and/or American Sign Language interpreters will be available upon request. Additionally, every effort will be made to provide a sound enhancement system, meeting materials in alternative formats, and/or a reader. Minutes may be translated after they have been adopted by the Commission. For all these requests, please contact the Commission Secretary at least 48 hours before the meeting at 415-252-2500. Late requests will be honored if possible. The hearing room is wheelchair accessible.

DISABILITY ACCESS

The Human Rights Commission meeting will be held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco. The meeting location is between Grove and McAllister Streets and is wheelchair accessible. The closest BART and Muni Metro Station is Civic Center, about three blocks from the meeting location. Accessible Muni lines nearest the meeting location are: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Civic Center Station). For more information about Muni accessible services call 415-923-6142. There is accessible on-street parking available in the vicinity of the meeting location.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that others may be sensitive to various chemical based products. Please help the City accommodate these individuals.

LOBBYIST ORDINANCE

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102, (415) 252-3100, FAX (415) 252-3112, website: sfgov.org/ethics.

MEETINGS AND AGENDAS POLICIES

Citizens are encouraged to testify at HRC Meetings and/or write letters to the HRC and to its members at 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102. HRC procedures do not permit:

- Persons in the audience to vocally express support or opposition to statements by Commissioners or by other persons testifying;

- Ringing and use of cell phones, pagers and similar sound-producing electronic devices, (Violators may be removed from the meeting room.); and
- Signs to be brought into the meeting or displayed in the room.

Agendas are available on the internet at www.sf-hrc.org and at HRC's main office located at 25 Van Ness, Suite 800. Request for language translation at the meeting must be received no later than noon the Friday before the meeting by contacting the Commission Secretary at 415-252-2500.

了解你在陽光政策下的權益

政府的職責是為公眾服務，並在具透明度的情況下作出決策。市及縣政府的委員會，市參事會，議會和其他機構的存在是為處理民眾的事務。本政策保證一切公務討論都在民眾面前進行，而市政府的運作也公開讓民眾審查。如果你需要知道你在陽光政策 (Chapter 67 of the San Francisco Administrative Code) 下擁有的權利，或是需要舉報違反本條例的情況，請聯絡：

陽光政策專責小組行政官

地址：City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

電話號碼: 415-554-7724; 傳真號碼 415-554-7854

電子郵件: SOTF@sfgov.org

陽光政策的複印本可以通過陽光政策專責小組秘書、三藩市公共圖書館、以及市政府網頁 www.sfgov.org 等途徑索取。民眾也可以到網頁 <http://www.sfbos.org/sunshine> 閱覽有關的解釋文件，或根據以上提供的地址和電話向委員會秘書索取。

利便參與會議的相關規定

根據美國殘疾人士法案和語言服務條例，中文、西班牙語、和/或美國手語翻譯人員在收到要求後會提供翻譯服務。另外，我們將盡力滿足增強會議中音響系統的不同要求。同時也將會提供不同格式的會議資料，和/或者提供閱讀器。翻譯版本的會議記錄可在委員會通過後提供。上述的要求，請於會議前最少48小時致電415-252-2500向委員會秘書提出。逾期提出的請求，若可能的話，亦會被考慮接納。聽證室設有輪椅通道。

殘障通路

人權委員會會議將在 Dr. Carlton B. Goodlett Place 市政廳的416室召開。會議地點位於 Grove 街和 McAllister 街之間，並設有殘障人士通道。最靠近會議地點的捷運及城市輕軌車站是在市政中心站 (Civic Center)，該站大約距離會議地點三個街口。駛經鄰近會議地點的公車路線包括：47號市政中心循環線、49號 Van Ness 街-米慎街循環線、F-市場街線及城市輕軌列車線 (市政中心站-Civic Center)。如欲查詢更多有關公車服務的資訊，請致電415-923-6142。另外，在會議地點附近街道設有泊車位。

市政府會致力關注有嚴重過敏、因環境產生不適、或對多種化學物質敏感的病患者，以及有相關殘疾的人士。請與會者協助市政府照顧這些個別人士的需要。

遊說者法令

依據「三藩市遊說者法令」(SF Campaign & Governmental Conduct Code 2.100) 能影響或欲影響本地立法或行政的人士或團體可能需要註冊，並報告其遊說行為。如需更多有關遊說者法令的資訊，請聯絡位於 Van Ness 街25號 220室的三藩市道德委員會，電話號碼: 415-252-3100，傳真號碼 415-252-3112，網址: sfgov.org/ethics。

會議及議程政策 本會鼓勵市民向本會提供證詞，有關證詞可以在人權委員會會議內提出，或透過書面形式遞交到人權

委員會及委員會成員，地址為: Van Ness 街25號 800室，郵區編號 CA 94102。根據人權委員會的規定，將不允許：

- 任何與會人士根據由委員會成員或任何人士所提供的陳述，替他人於會議上作出支持或反對的證詞；
- 使用手機、傳呼機以及類似的發聲電子裝置，以及由上述裝置所發出的聲響。(違者可能會被要求離開會議室)；以及
- 與會人士攜帶任何標語牌或將它們於會議室內展示。

會議的議程可透過網頁 www.sf-hrc.org 或人權委員會位於 Van Ness 街25號800室的總辦公室索取。若希望索取翻譯成不同語言的資料，則須於會議召開前的最近一個星期五的中午前聯絡委員會秘書提出，電話: 415-252-2500。

CONOZCA SUS DERECHOS BAJO LA ORDENANZA SUNSHINE

El deber del Gobierno es servir al público, alcanzando sus decisiones a completa vista del público. Comisiones, juntas, concilios, y otras agencias de la Ciudad y Condado, existen para conducir negocios de la gente. Esta ordenanza asegura que las deliberaciones se lleven a cabo ante la gente y que las operaciones de la ciudad estén abiertas para revisión de la gente. Para obtener información sobre sus derechos bajo la Ordenanza Sunshine (capítulo 67 del Código Administrativo de San Francisco) o para reportar una violación de la ordenanza, por favor póngase en contacto con:

Administrador del Grupo de Trabajo de la Ordenanza Sunshine (Sunshine Ordinance Task Force Administrator)

City Hall – Room 244 1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102-4683

415-554-7724 (Oficina); 415-554-5163 (Fax);

Copias de la Ordenanza Sunshine pueden ser obtenidas del Secretario del grupo de Trabajo de la Ordenanza Sunshine, la Biblioteca Pública de San Francisco y en la página web del internet de la ciudad en www.sfgov.org. Copias de documentos explicativos están disponibles al público por Internet en <http://www.sfbos.org/sunshine>; o, pidiéndolas al Secretario de la Comisión en la dirección o número telefónico mencionados arriba.

POLITICA DE ACCESO A LA REUNION

De acuerdo con la Ley sobre Estadounidenses con Discapacidades (American Disabilities Act) y la Ordenanza de Acceso de Lenguaje (Language Access Ordinance), intérpretes de chino, español, y lenguaje americano de señas estarán disponibles bajo solicitud. Adicionalmente, todo esfuerzo será hecho para tener un sistema de sonido, proporcionar materiales de la reunión en formatos alternativos, y/o proveer un leedor. Para solicitar estos servicios, por favor contacte al Secretario de la Comisión, por lo menos 48 horas antes de la reunión al 415-252-2500. Si es posible, solicitudes tardías serán consideradas. La sala de audiencia es accesible a silla de ruedas.

ACCESO DE DISCAPACITADOS

Las reuniones de la Comisión de los Derechos Humanos se llevarán a cabo en la sala 416 de la Alcaldía, 1 Dr. Carlton B. Goodlett Place, San Francisco. El local de la reunión es entre las calles Grove y McAllister y es accesible a silla de ruedas. La estación del BART y del Metro de Muni es Civic Center, aproximadamente a tres cuadras del lugar de la reunión. Las líneas de buses de Muni cerca al lugar de reunión son: 47 Downtown Loop, 49 Van Ness-Mission, F-Market & Muni Metro (Estación de Civic Center). Para más información acerca de los servicios accesibles de Muni, llame al 415-923-6142. Hay parqueo accesible en la calle de la vecindad cerca del lugar de la reunión.

Con el fin de ayudar a la ciudad en sus esfuerzos de dar cabida a personas con alergias severas, enfermedades ambientales, discapacidades relacionadas a múltiple sensibilidad a químicos o discapacidades relacionadas, se les recuerda a los participantes que otros participantes podrían ser sensitivos a diversos productos químicos. Por favor ayude a la Ciudad a acomodar estos individuos.

ORDENANZA DE CABILDEO

Individuos y entidades que influncian o intentan influenciar legislación local o acciones administrativas podrían ser requeridos por la Ordenanza de Cabildeo de San Francisco (SF Campaign & Governmental Conduct Code 2.100) a registrarse y a reportar actividades de cabildeo. Para más información acerca de la Ordenanza de Cabildeo, por favor contactar la Comisión de Ética: 25 de la avenida Van Ness, Suite 220, San Francisco, CA 94102, 415-252-3100, FAX 415-252-3112, sitio web: sfgov.org/ethics.

REUNIONES Y LAS POLÍTICAS DE AGENDAS

Se les anima a los ciudadanos a dar testimonio en las reuniones de la Comisión de los Derechos Humanos y/o a escribir cartas a la Comisión de los Derechos Humanos y a sus miembros al 25 de la avenida Van Ness, Suite 800, San Francisco, CA 94102. Procedimientos de la Comisión de los Derechos Humanos no permiten lo siguiente:

- Que las personas en la audiencia expresen verbalmente su apoyo u oposición a las declaraciones de miembros de la Comisión o de otras personas dando testimonio;
- El timbrado y el uso de teléfonos celulares, localizadores de personas y dispositivos electrónicos que producen sonidos similares. Los infractores pueden ser retirados de la sala de reunión; y
- Entrar o mostrar pancartas a la reunión.

Agendas están disponibles en la Internet en www.sf-hrc.org y en la oficina principal de la Comisión de los Derechos Humanos situada en el 25 de la avenida Van Ness, Suite 800. Solicitud de traducción de idiomas para la reunión deben de ser recibidas antes del mediodía del viernes antes de la reunión contactando al Secretario de la Comisión al 415-252-2500.

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Edwin M. Lee, Mayor

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NOTICE OF SPECIAL MEETING FOR THE HUMAN RIGHTS COMMISSION

CANCELLED

December 11, 2014

San Francisco Muslim Community Center
4760 Mission Street
San Francisco, CA
6:00 PM

If you have any questions, please feel free to contact
415-252-2500

03-10/AS

